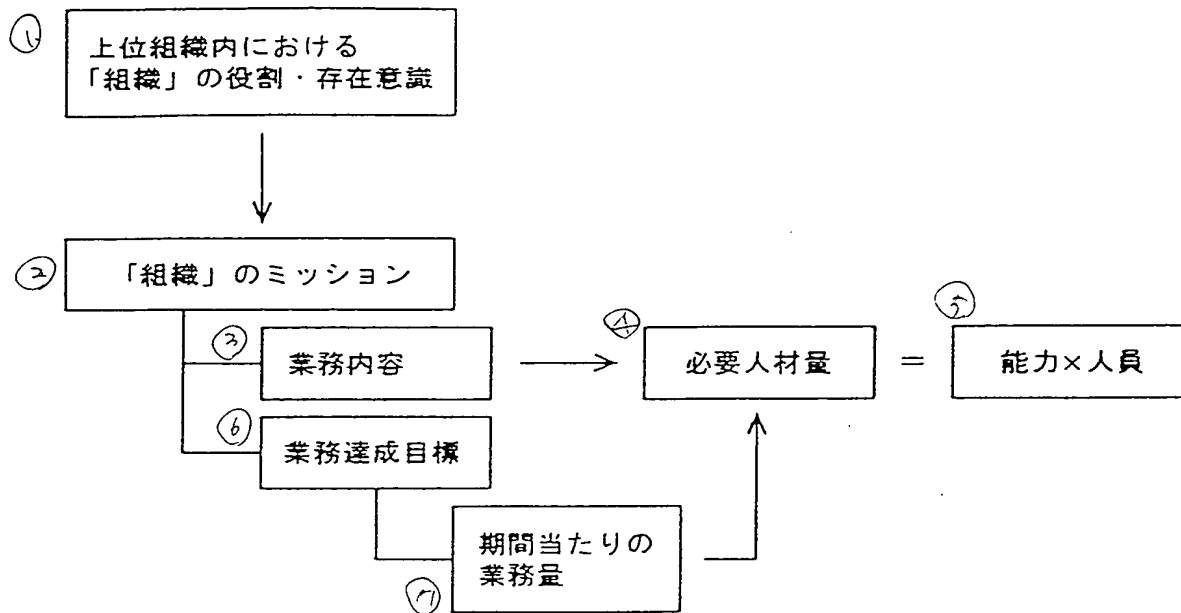
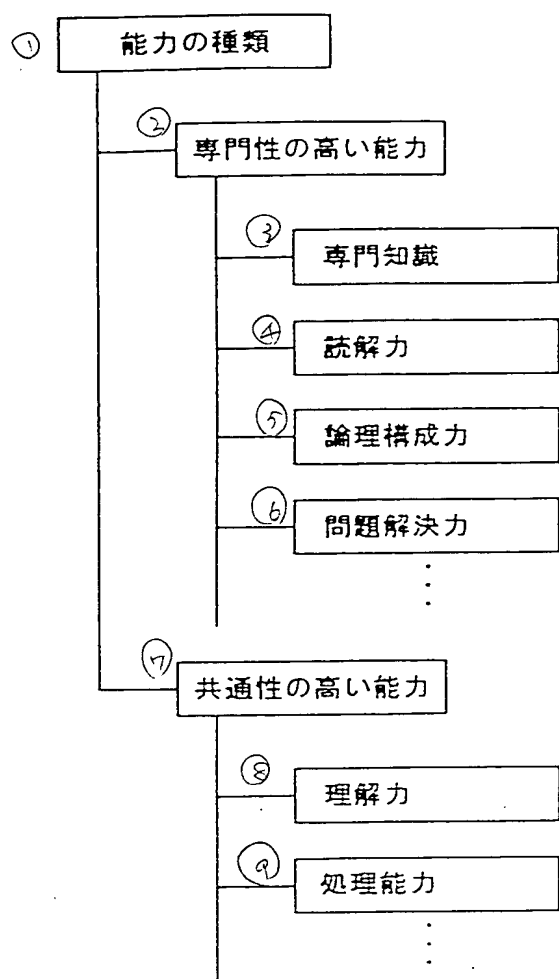


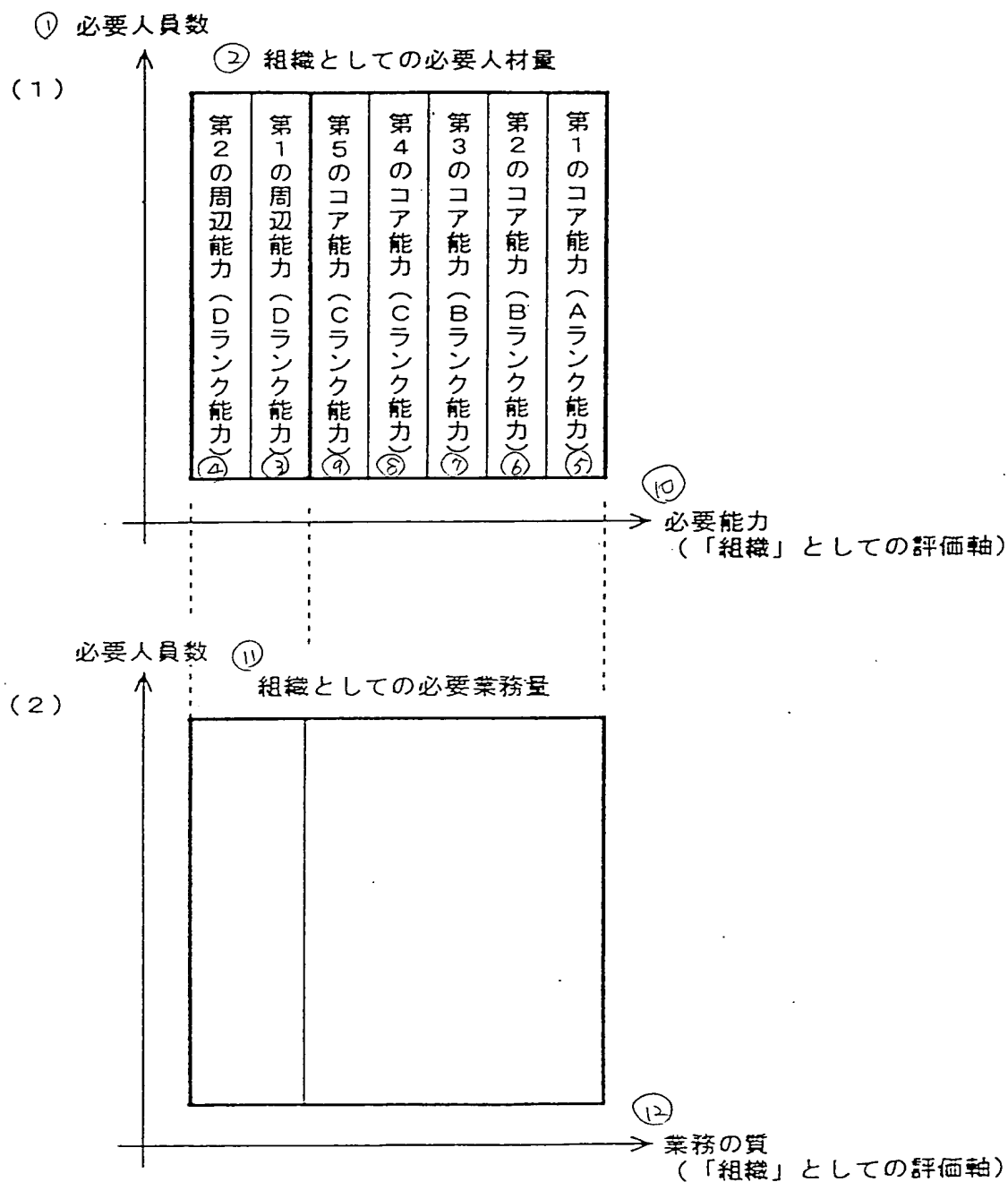
【图 1】



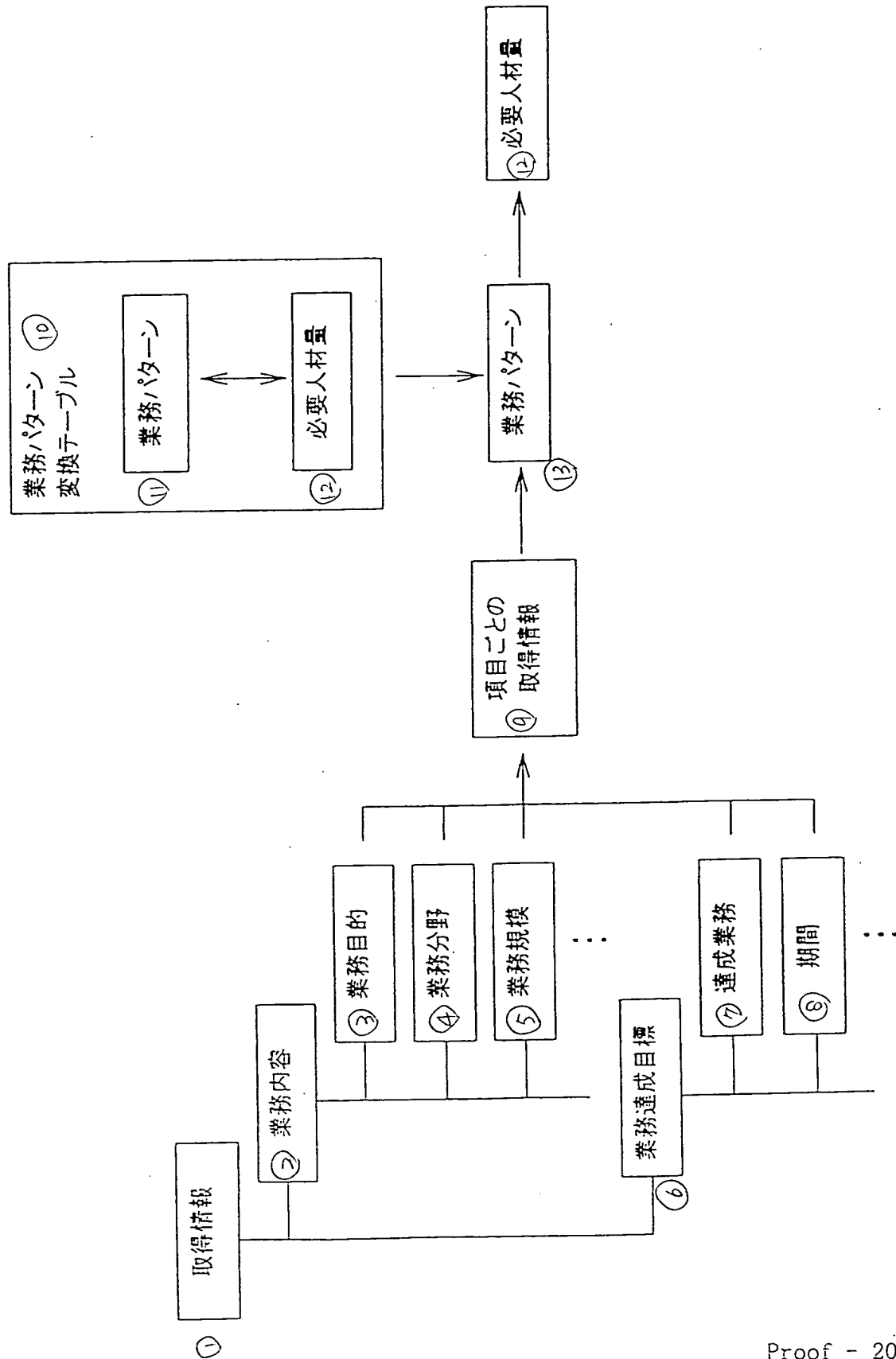
1. The first thing I noticed when I stepped
 2. out of the car was the smell of fresh
 3. air. It was a relief after the stuffy
 4. car. I took a deep breath and
 5. felt the sun on my face. It was
 6. a beautiful day. I walked
 7. towards the park and
 8. saw many children playing
 9. happily. I joined them and
 10. we played for hours. It was
 11. a wonderful day. I had
 12. a great time. I will
 13. never forget it.



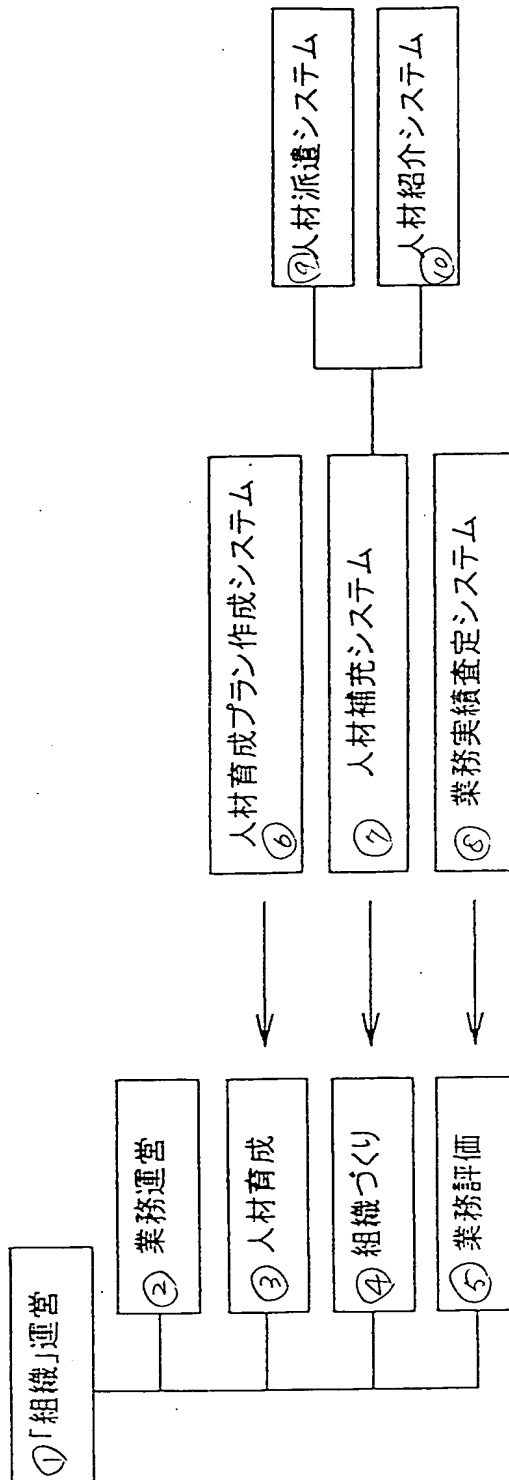
【図3】



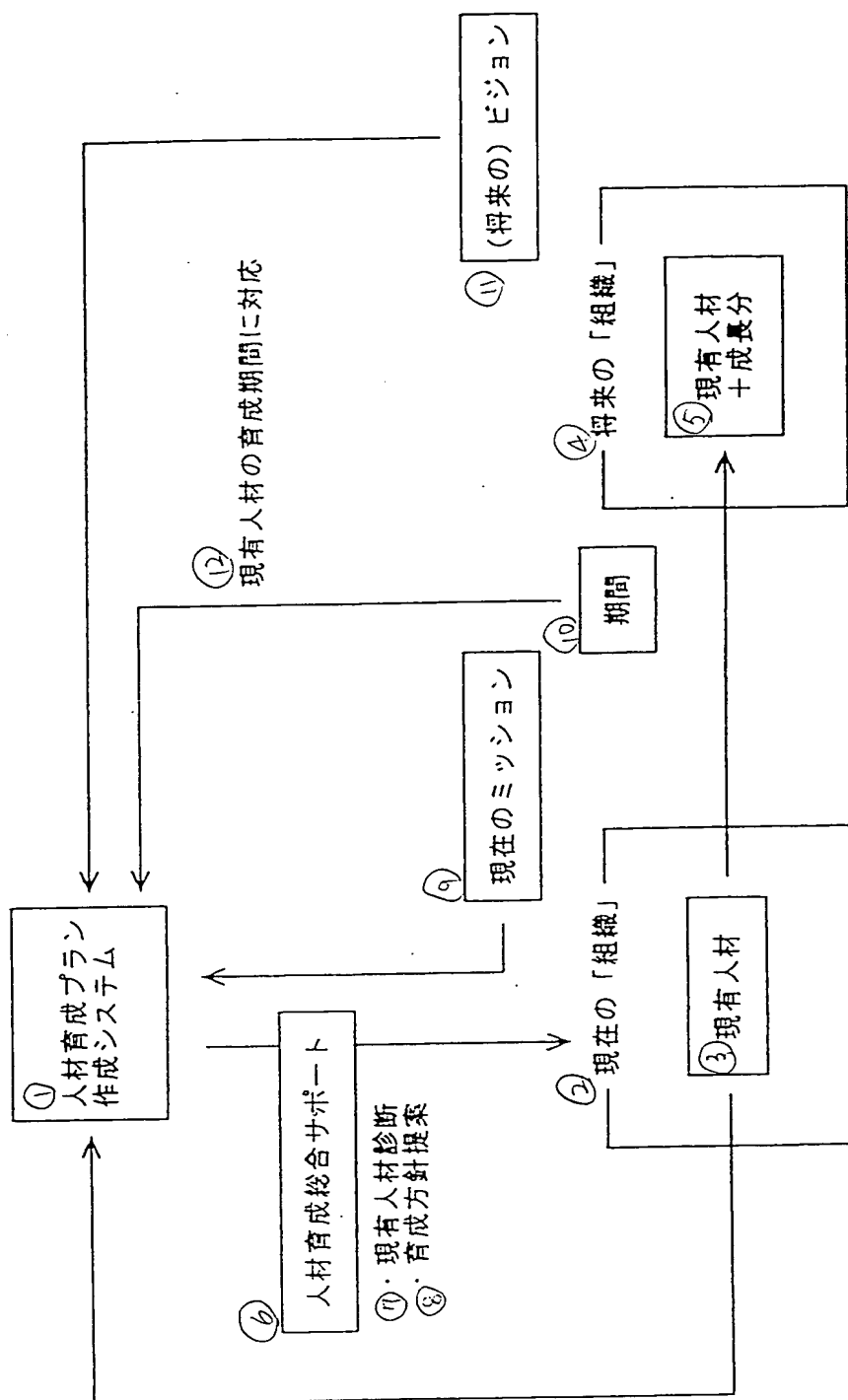
【図4】



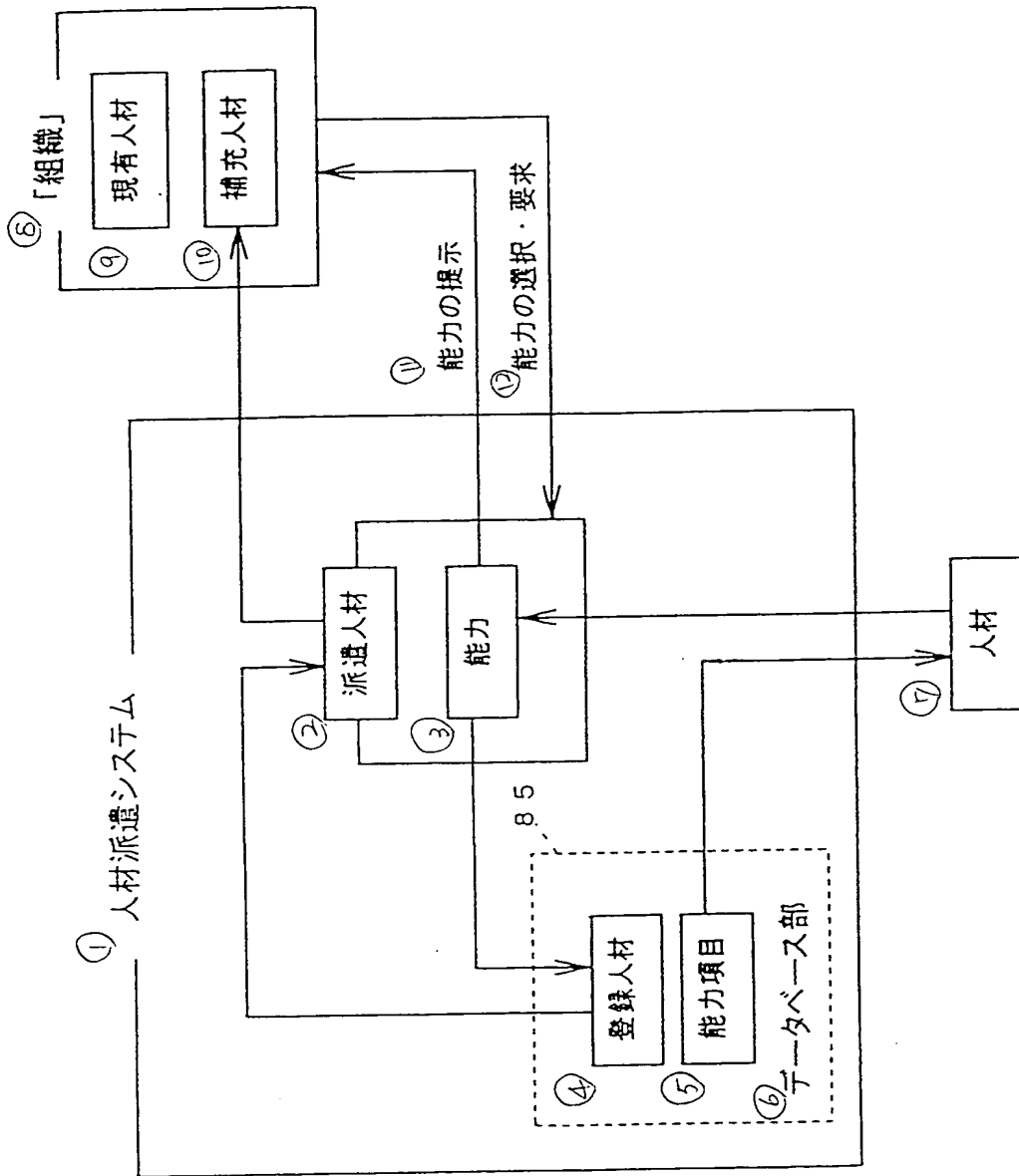
【図5】



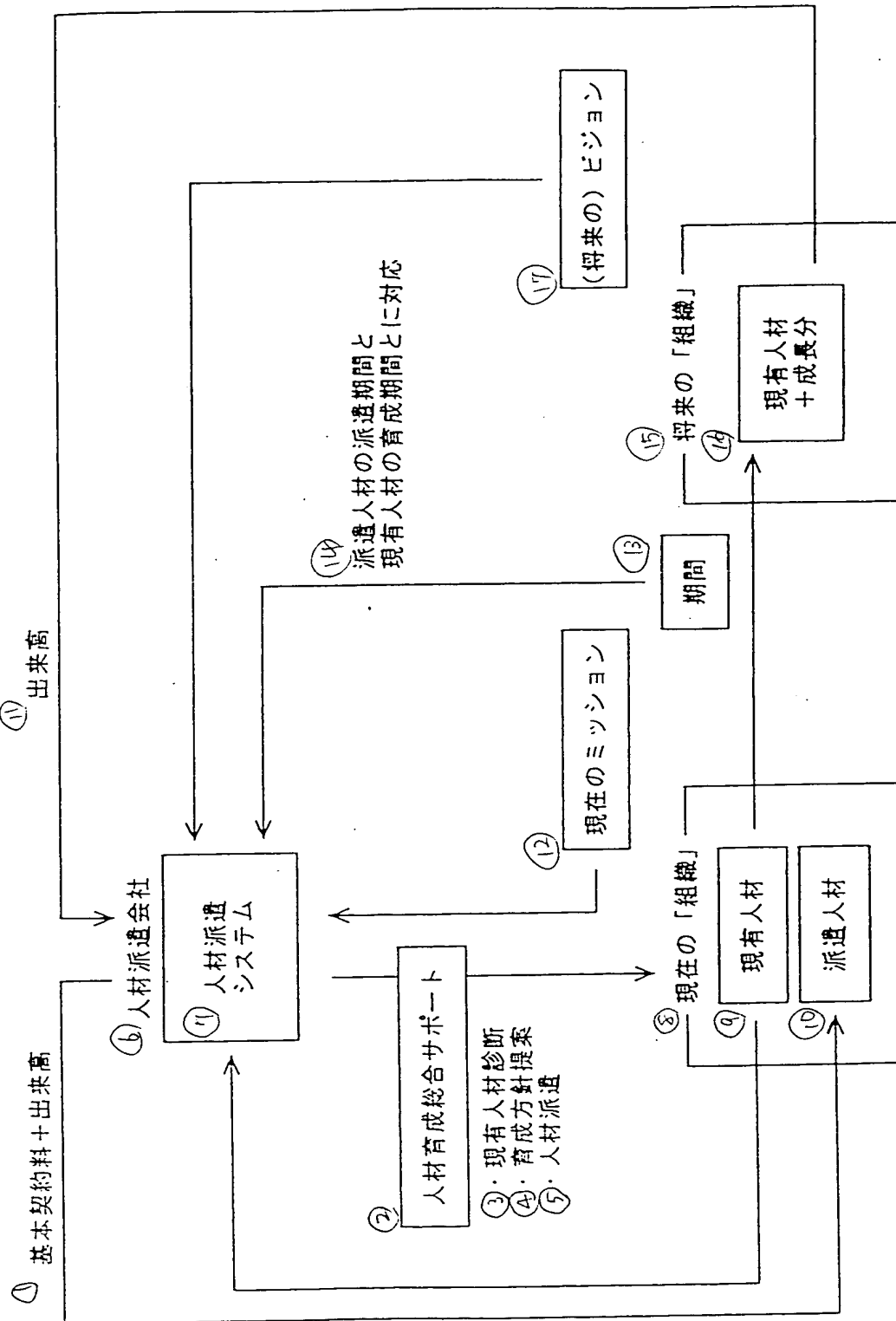
【図 7】



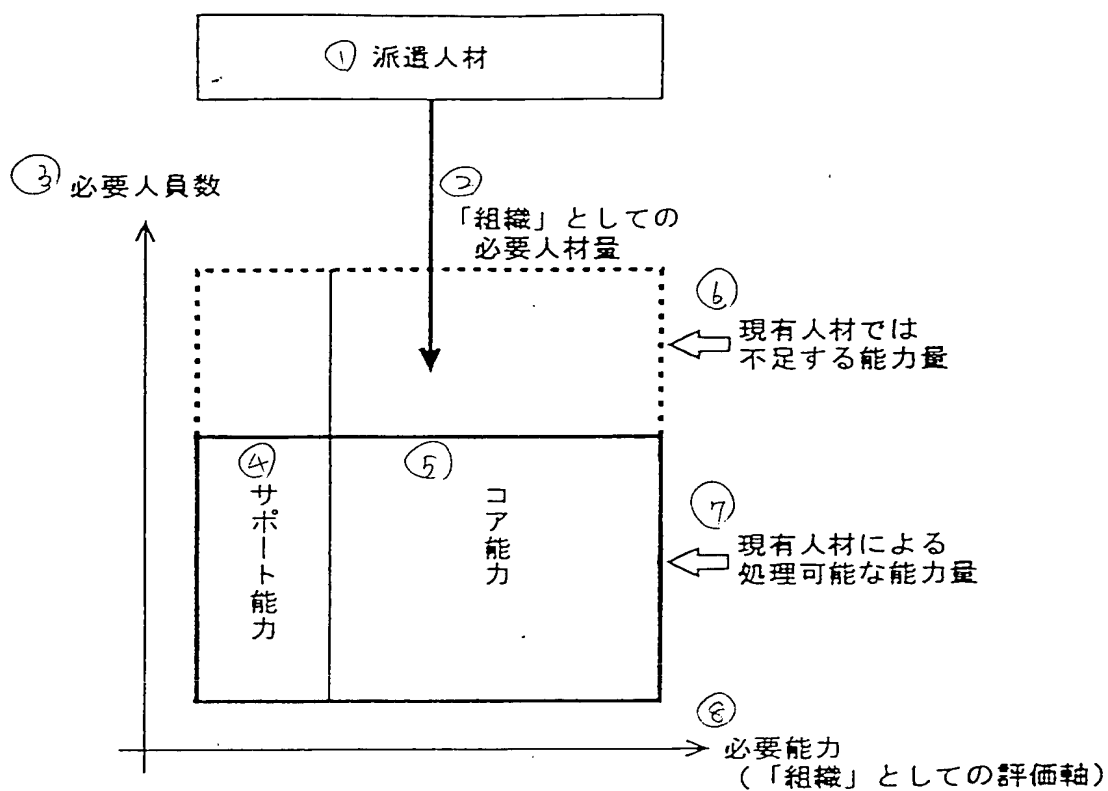
【図 9】



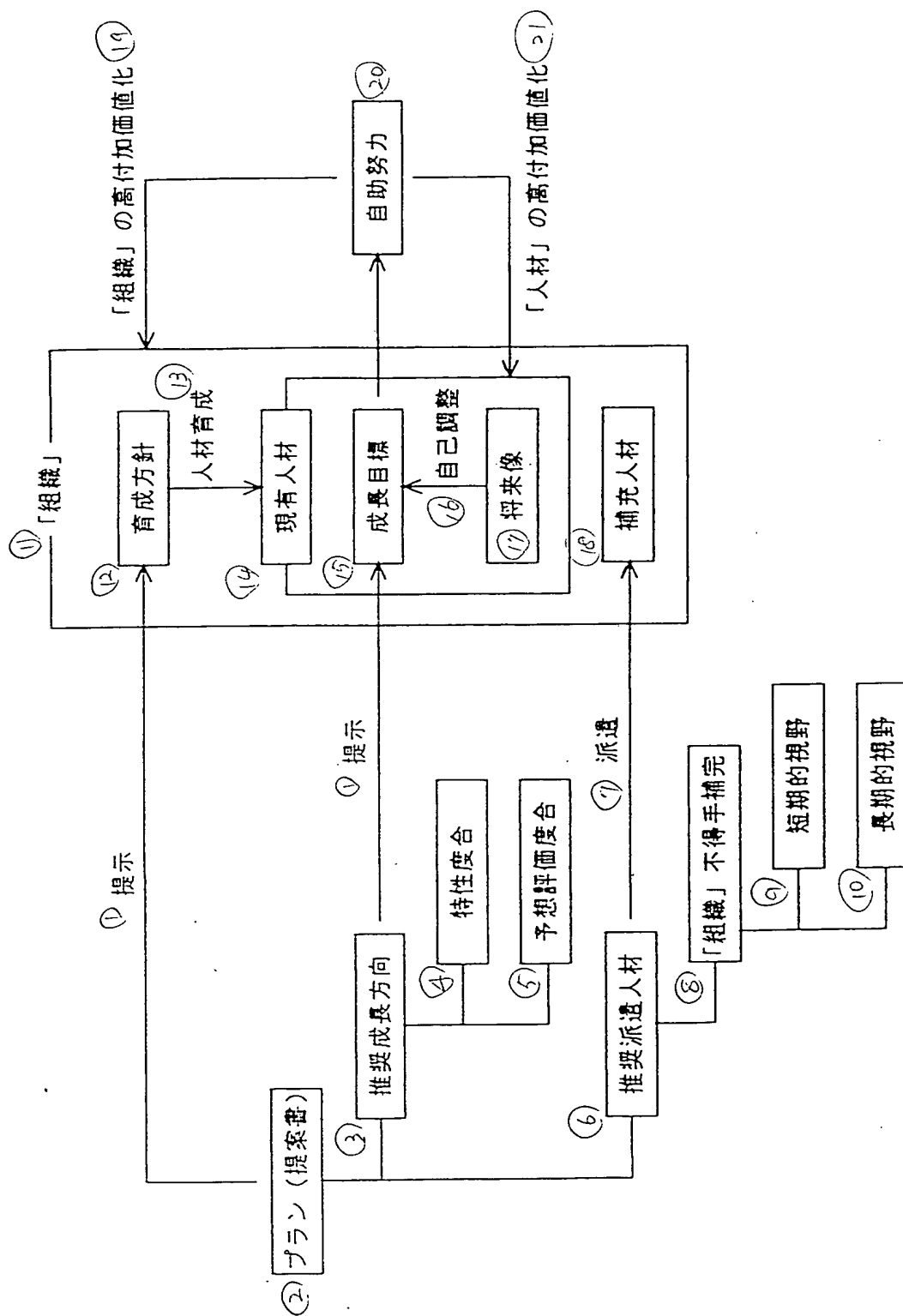
【図10】



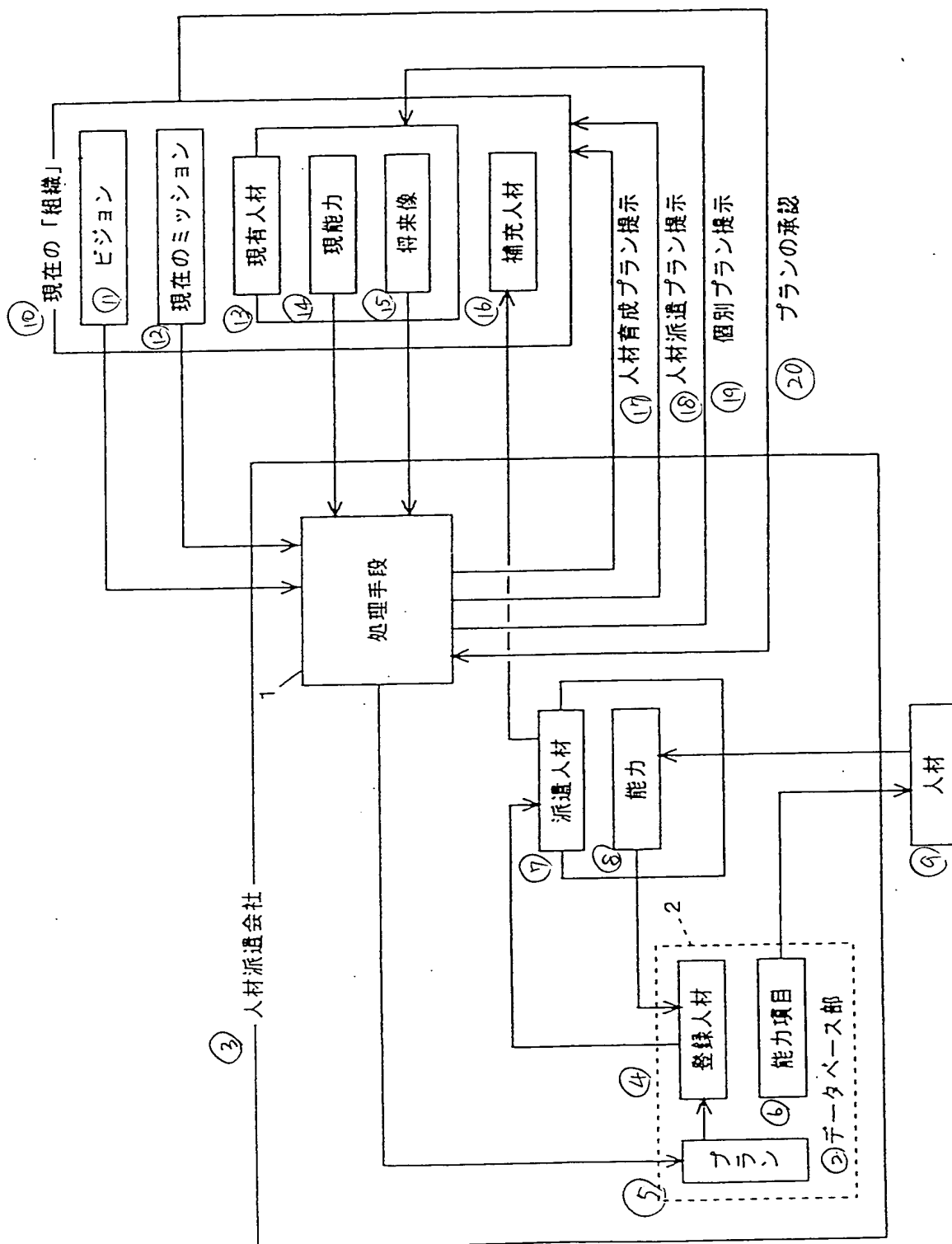
【図11】



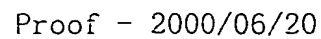
【図12】



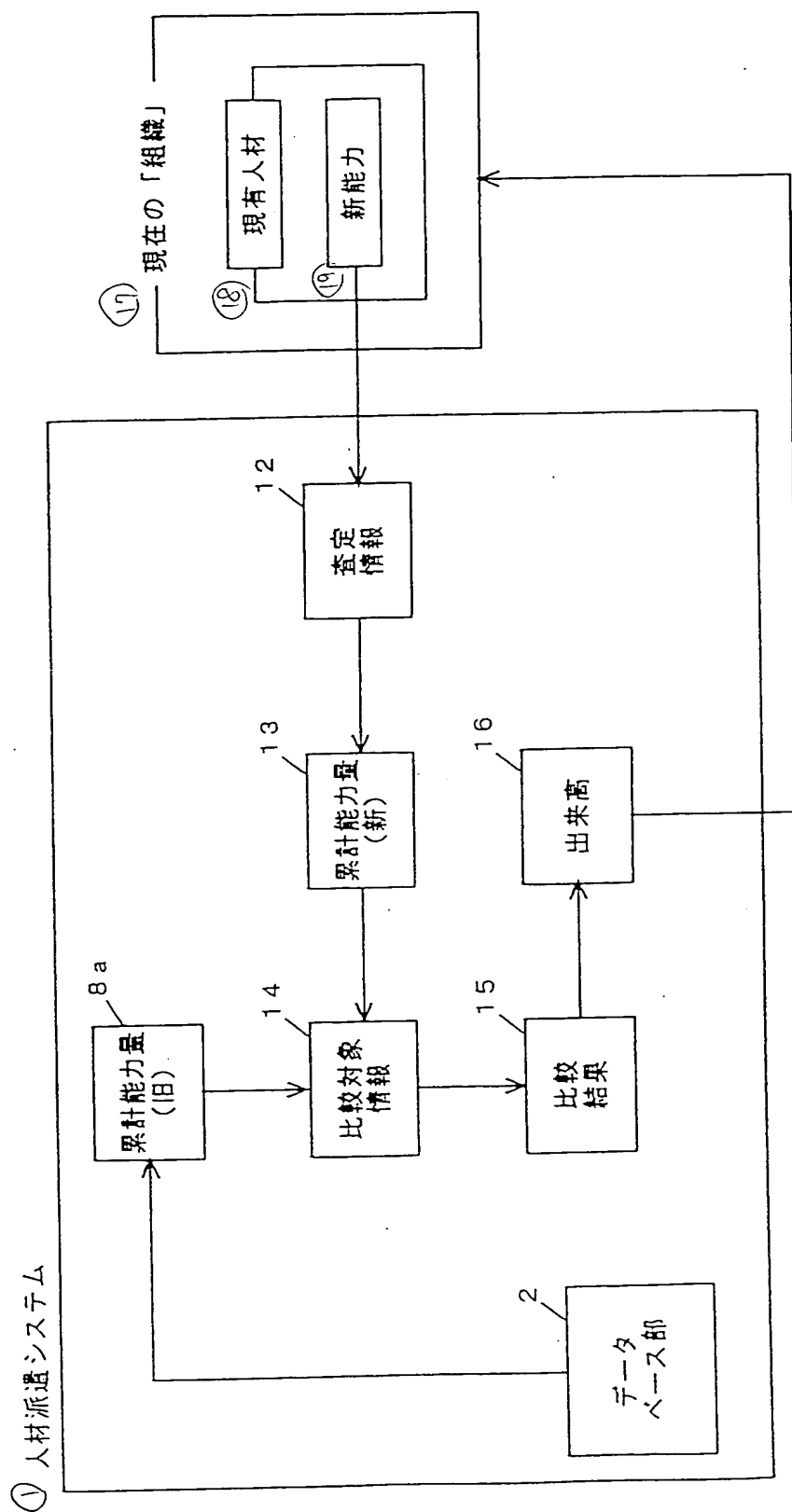
【図13】



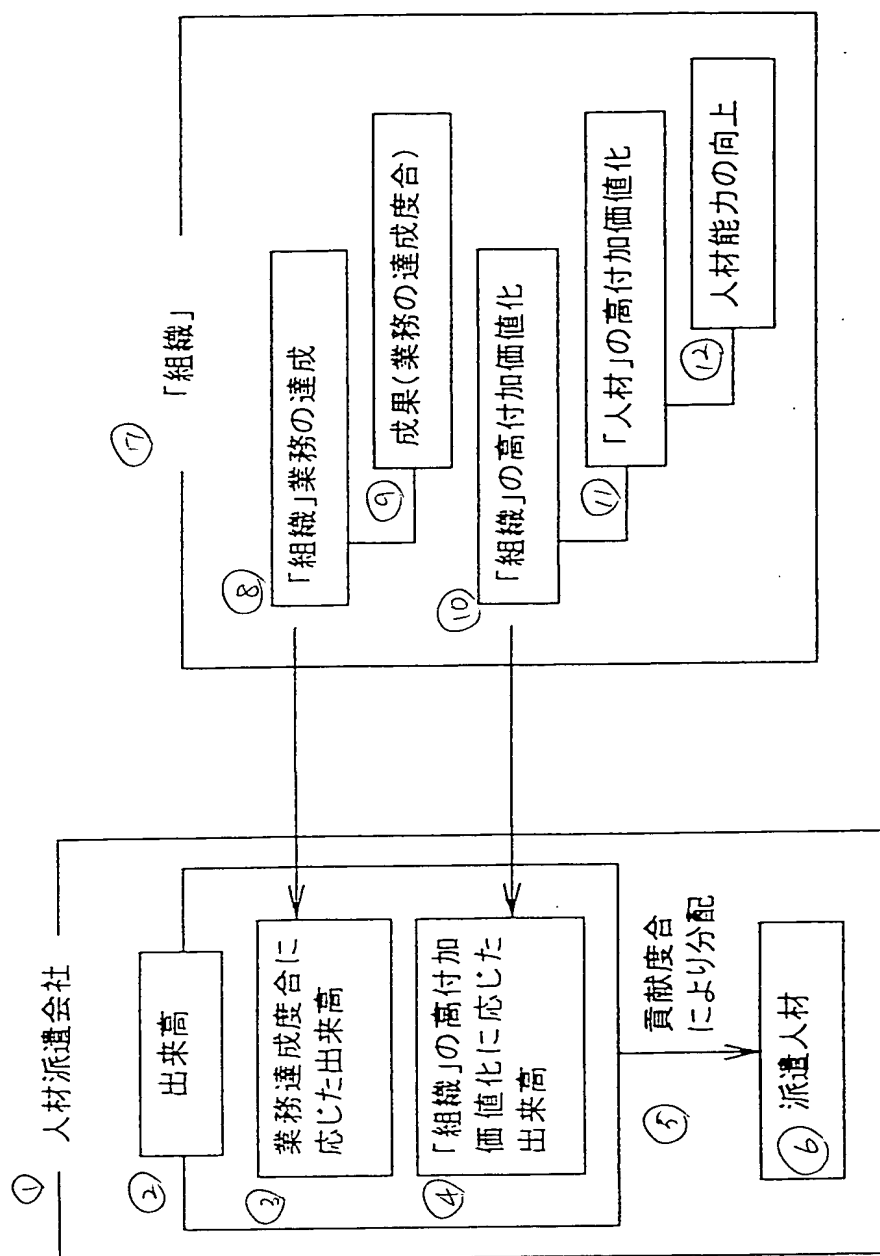
1917 1918 1919 1920 1921 1922 1923 1924 1925 1926 1927 1928 1929 1930 1931 1932 1933 1934 1935 1936 1937 1938 1939 1940 1941 1942 1943 1944 1945 1946 1947 1948 1949 1950 1951 1952 1953 1954 1955 1956 1957 1958 1959 1960 1961 1962 1963 1964 1965 1966 1967 1968 1969 1970 1971 1972 1973 1974 1975 1976 1977 1978 1979 1980 1981 1982 1983 1984 1985 1986 1987 1988 1989 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030 2031 2032 2033 2034 2035 2036 2037 2038 2039 2040 2041 2042 2043 2044 2045 2046 2047 2048 2049 2050 2051 2052 2053 2054 2055 2056 2057 2058 2059 2060 2061 2062 2063 2064 2065 2066 2067 2068 2069 2070 2071 2072 2073 2074 2075 2076 2077 2078 2079 2080 2081 2082 2083 2084 2085 2086 2087 2088 2089 2090 2091 2092 2093 2094 2095 2096 2097 2098 2099 2100 2101 2102 2103 2104 2105 2106 2107 2108 2109 2110 2111 2112 2113 2114 2115 2116 2117 2118 2119 2120 2121 2122 2123 2124 2125 2126 2127 2128 2129 2130 2131 2132 2133 2134 2135 2136 2137 2138 2139 2140 2141 2142 2143 2144 2145 2146 2147 2148 2149 2150 2151 2152 2153 2154 2155 2156 2157 2158 2159 2160 2161 2162 2163 2164 2165 2166 2167 2168 2169 2170 2171 2172 2173 2174 2175 2176 2177 2178 2179 2180 2181 2182 2183 2184 2185 2186 2187 2188 2189 2190 2191 2192 2193 2194 2195 2196 2197 2198 2199 2200 2201 2202 2203 2204 2205 2206 2207 2208 2209 2210 2211 2212 2213 2214 2215 2216 2217 2218 2219 2220 2221 2222 2223 2224 2225 2226 2227 2228 2229 2230 2231 2232 2233 2234 2235 2236 2237 2238 2239 2240 2241 2242 2243 2244 2245 2246 2247 2248 2249 2250 2251 2252 2253 2254 2255 2256 2257 2258 2259 2260 2261 2262 2263 2264 2265 2266 2267 2268 2269 2270 2271 2272 2273 2274 2275 2276 2277 2278 2279 2280 2281 2282 2283 2284 2285 2286 2287 2288 2289 2290 2291 2292 2293 2294 2295 2296 2297 2298 2299 2300 2301 2302 2303 2304 2305 2306 2307 2308 2309 2310 2311 2312 2313 2314 2315 2316 2317 2318 2319 2320 2321 2322 2323 2324 2325 2326 2327 2328 2329 2330 2331 2332 2333 2334 2335 2336 2337 2338 2339 2340 2341 2342 2343 2344 2345 2346 2347 2348 2349 2350 2351 2352 2353 2354 2355 2356 2357 2358 2359 2360 2361 2362 2363 2364 2365 2366 2367 2368 2369 2370 2371 2372 2373 2374 2375 2376 2377 2378 2379 2380 2381 2382 2383 2384 2385 2386 2387 2388 2389 2390 2391 2392 2393 2394 2395 2396 2397 2398 2399 2400 2401 2402 2403 2404 2405 2406 2407 2408 2409 2410 2411 2412 2413 2414 2415 2416 2417 2418 2419 2420 2421 2422 2423 2424 2425 2426 2427 2428 2429 2430 2431 2432 2433 2434 2435 2436 2437 2438 2439 2440 2441 2442 2443 2444 2445 2446 2447 2448 2449 2450 2451 2452 2453 2454 2455 2456 2457 2458 2459 2460 2461 2462 2463 2464 2465 2466 2467 2468 2469 2470 2471 2472 2473 2474 2475 2476 2477 2478 2479 2480 2481 2482 2483 2484 2485 2486 2487 2488 2489 2490 2491 2492 2493 2494 2495 2496 2497 2498 2499 2500 2501 2502 2503 2504 2505 2506 2507 2508 2509 2510 2511 2512 2513 2514 2515 2516 2517 2518 2519 2520 2521 2522 2523 2524 2525 2526 2527 2528 2529 2530 2531 2532 2533 2534 2535 2536 2537 2538 2539 2540 2541 2542 2543 2544 2545 2546 2547 2548 2549 2550 2551 2552 2553 2554 2555 2556 2557 2558 2559 2560 2561 2562 2563 2564 2565 2566 2567 2568 2569 2570 2571 2572 2573 2574 2575 2576 2577 2578 2579 2580 2581 2582 2583 2584 2585 2586 2587 2588 2589 2590 2591 2592 2593 2594 2595 2596 2597 2598 2599 2600 2601 2602 2603 2604 2605 2606 2607 2608 2609 2610 2611 2612 2613 2614 2615 2616 2617 2618 2619 2620 2621 2622 2623 2624 2625 2626 2627 2628 2629 2630 2631 2632 2633 2634 2635 2636 2637 2638 2639 2640 2641 2642 2643 2644 2645 2646 2647 2648 2649 2650 2651 2652 2653 2654 2655 2656 2657 2658 2659 2660 2661 2662 2663 2664 2665 2666 2667 2668 2669 2670 2671 2672 2673 2674 2675 2676 2677 2678 2679 2680 2681 2682 2683 2684 2685 2686 2687 2688 2689 2690 2691 2692 2693 2694 2695 2696 2697 2698 2699 2700 2701 2702 2703 2704 2705 2706 2707 2708 2709 2710 2711 2712 2713 2714 2715 2716 2717 2718 2719 2720 2721 2722 2723 2724 2725 2726 2727 2728 2729 2730 2731 2732 2733 2734 2



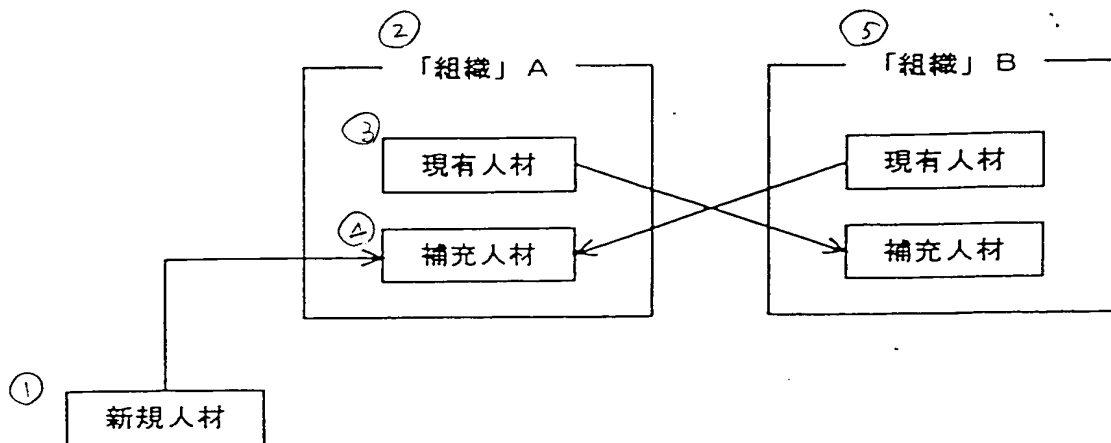
【図15】



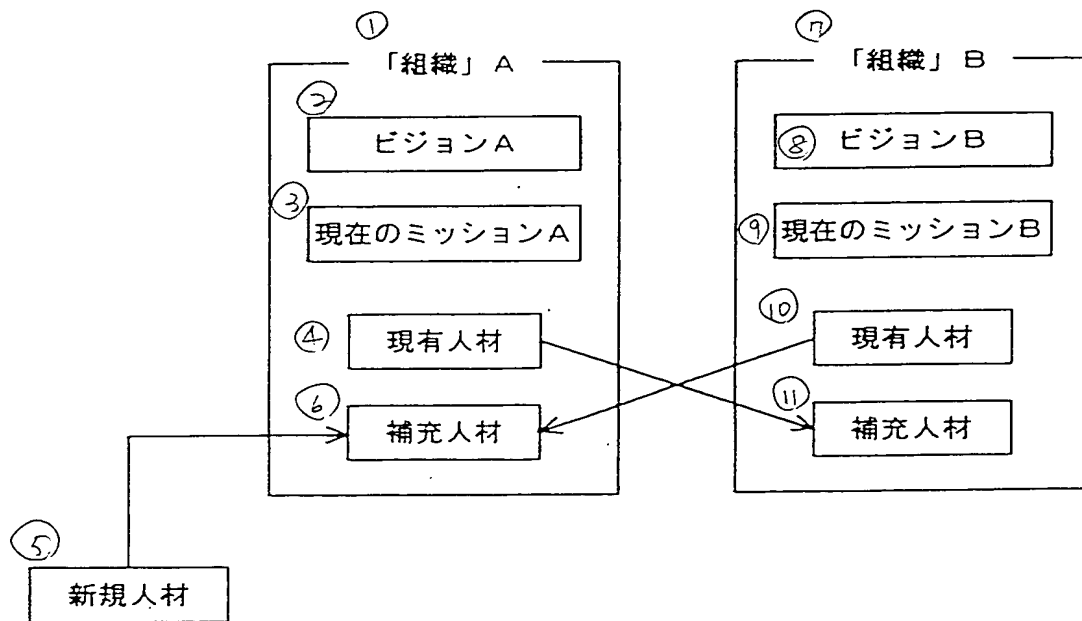
【図16】



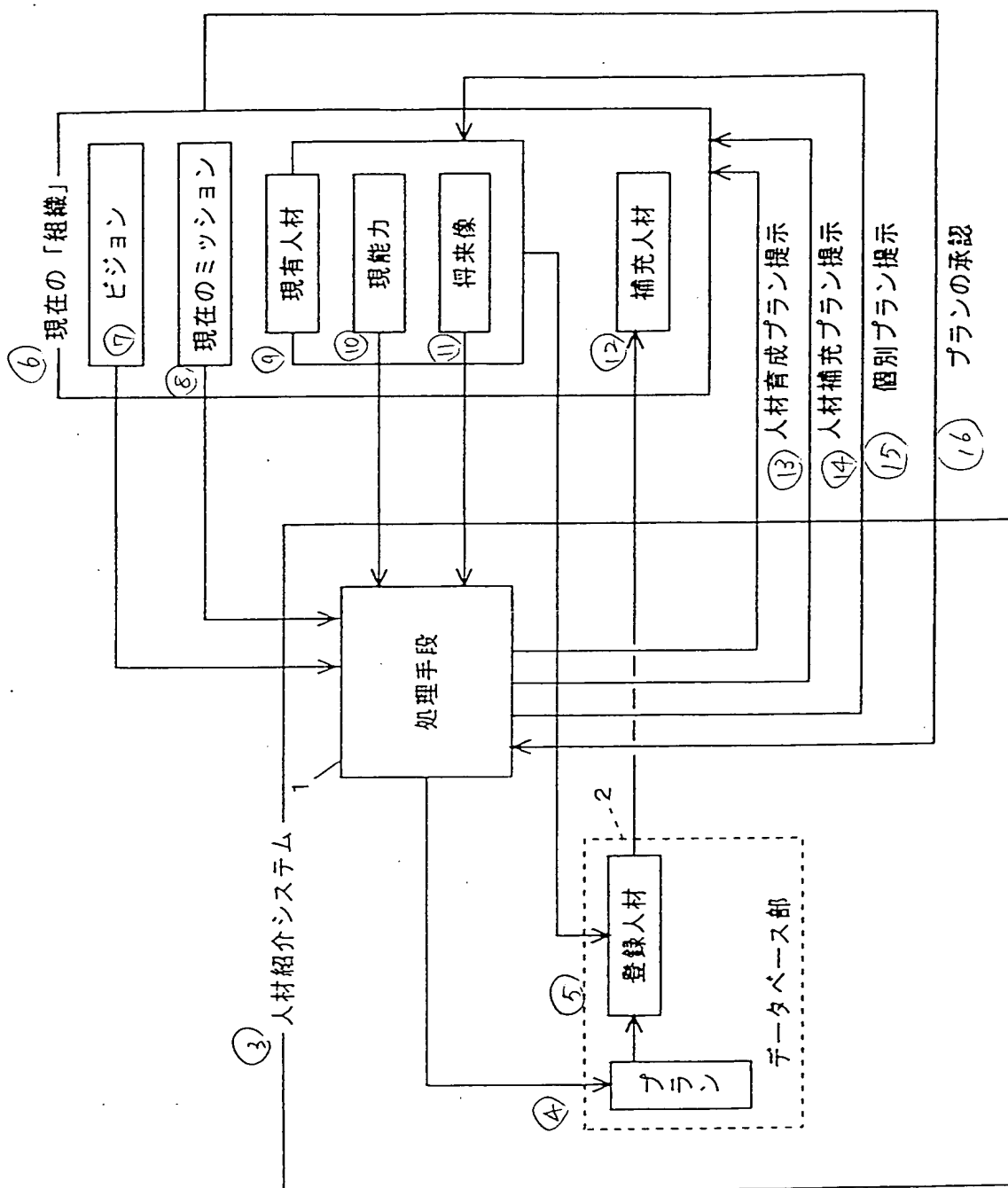
【図17】



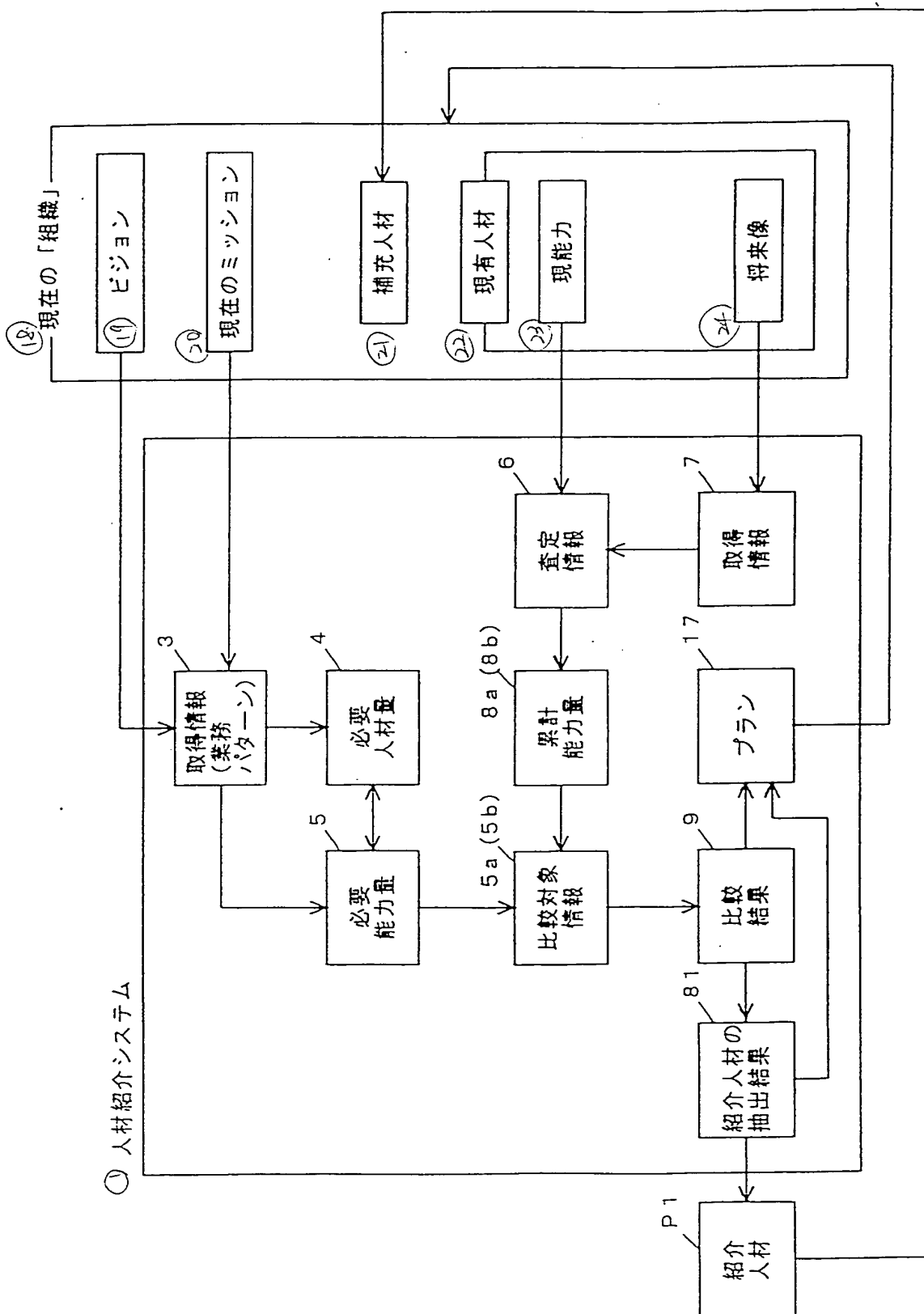
【図18】



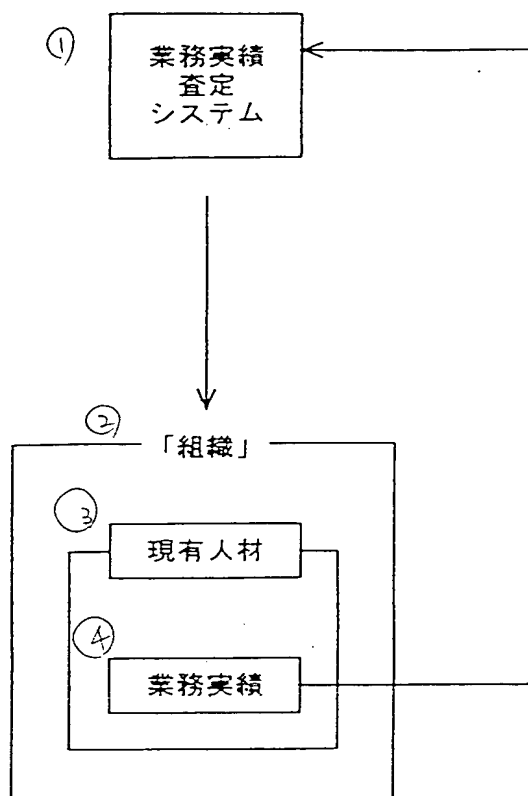
【図19】



【図20】

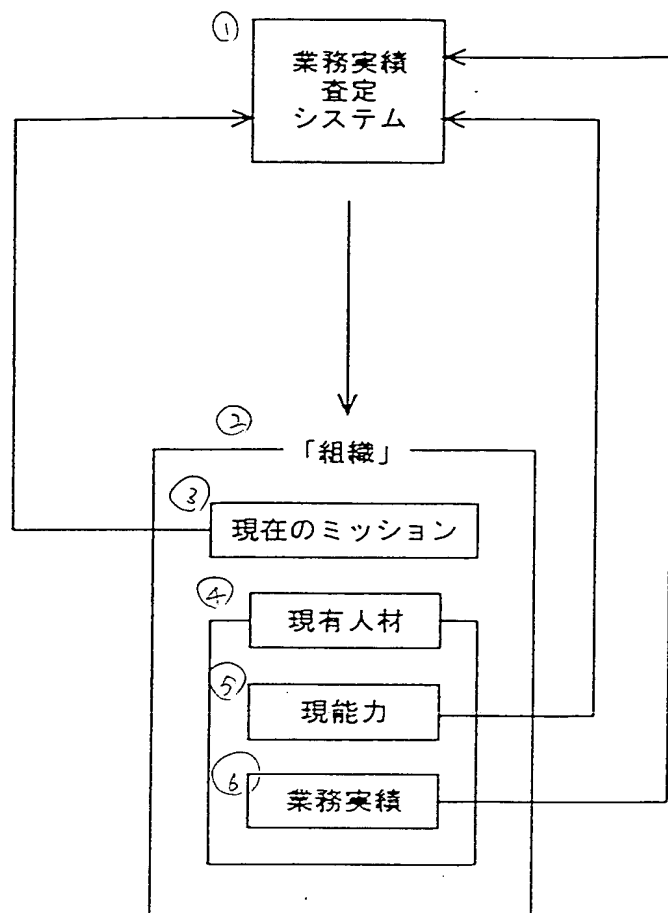


【図21】



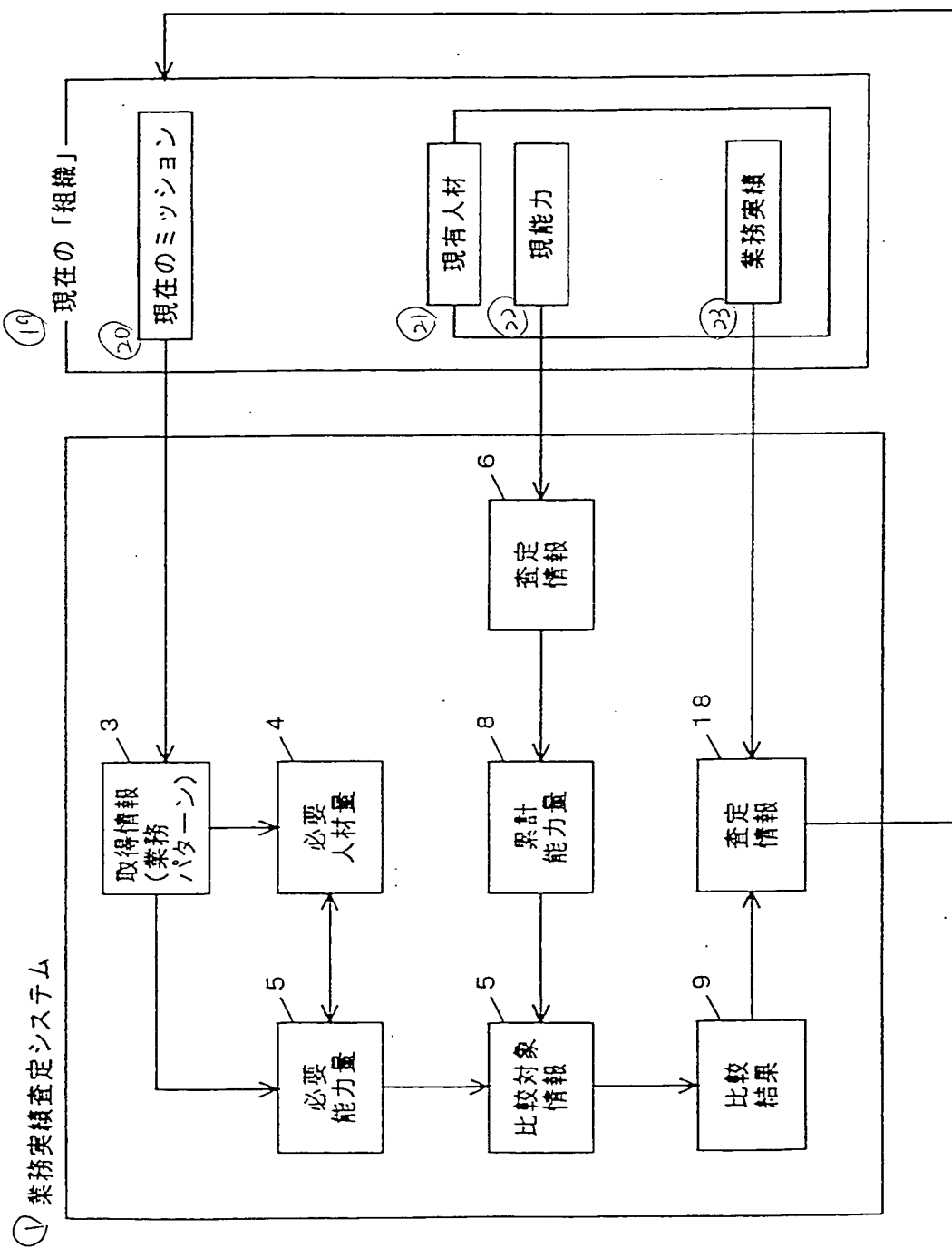
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【図 2 2】



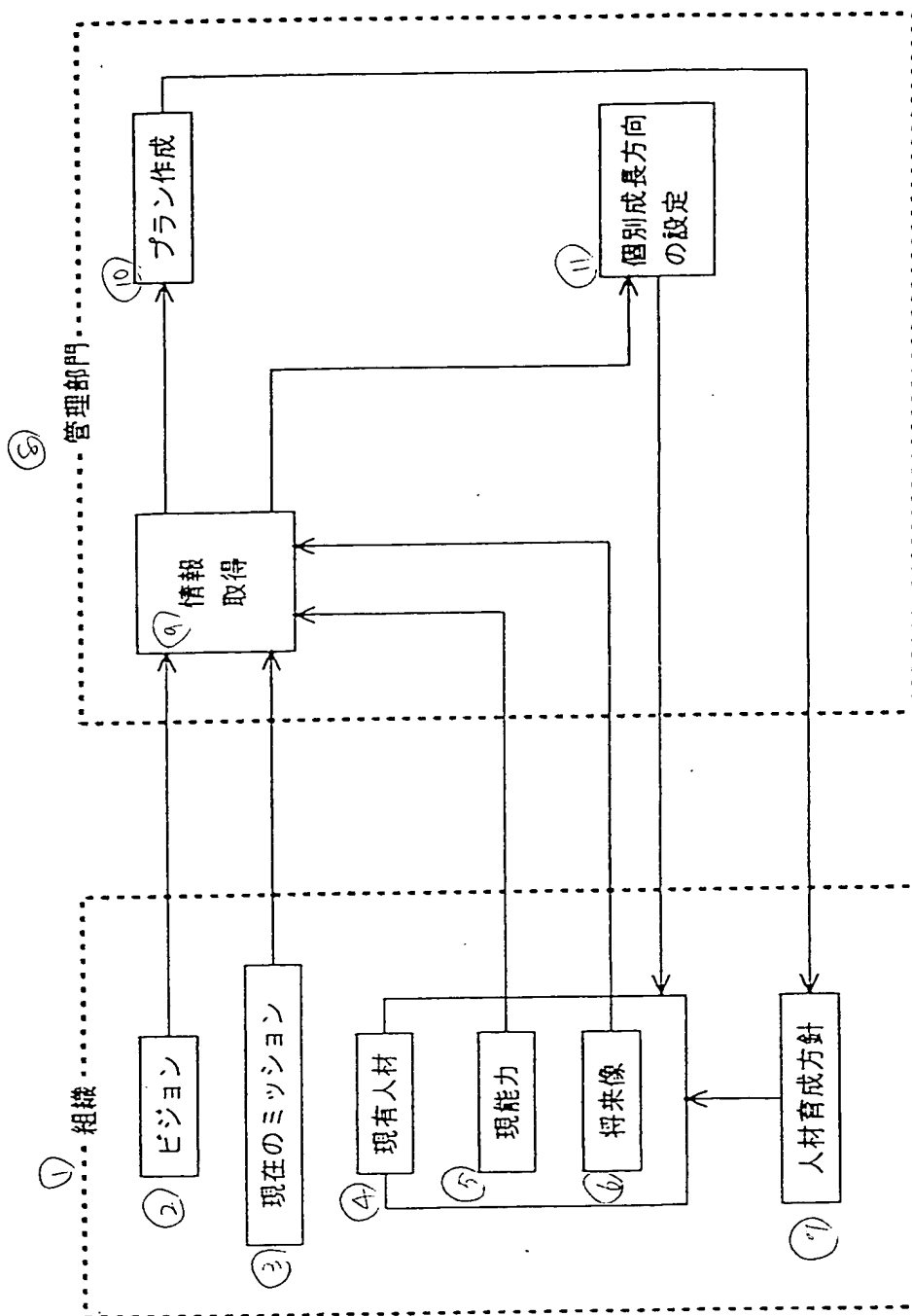
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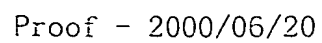
【図23】



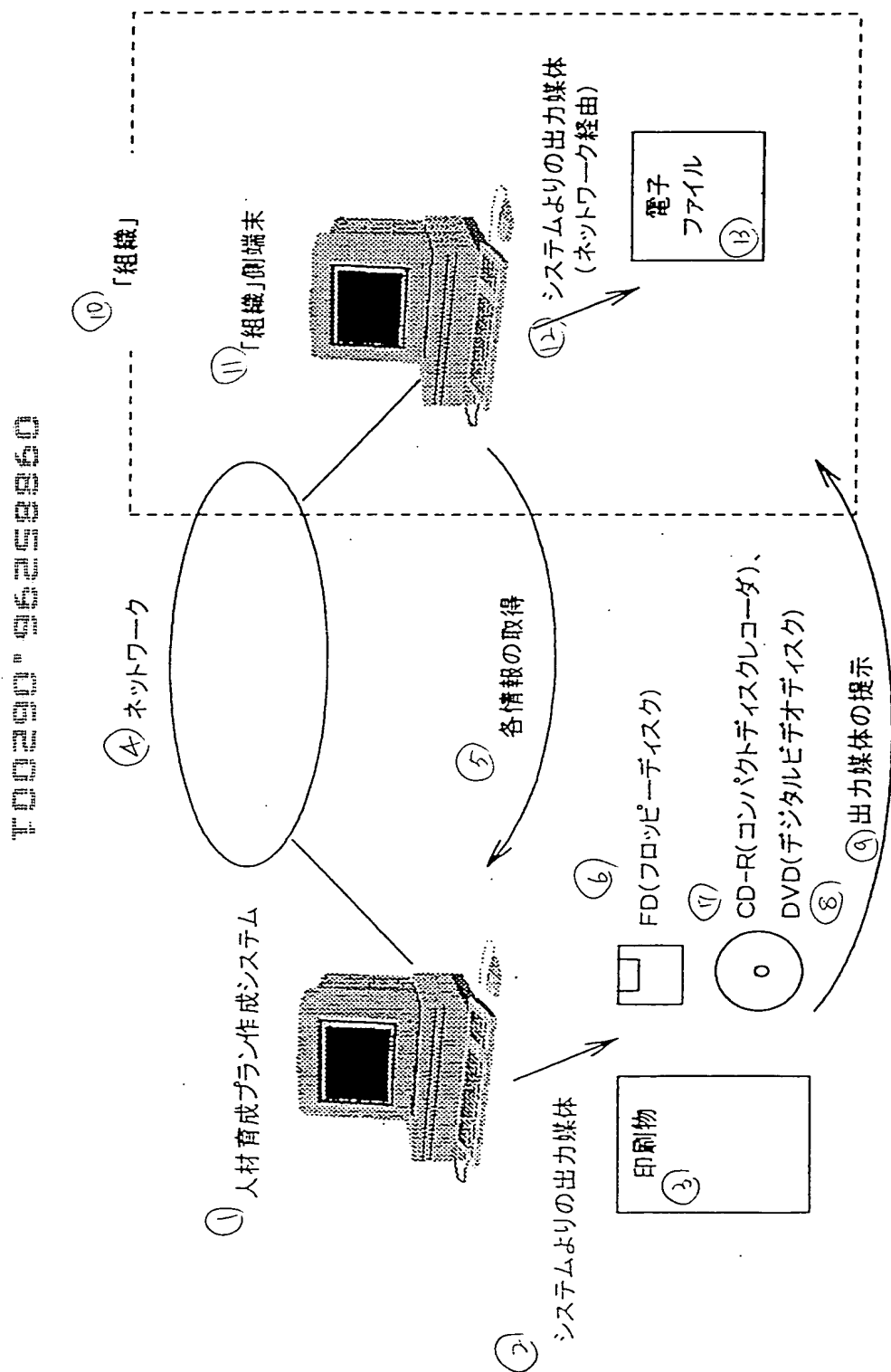
【図24】

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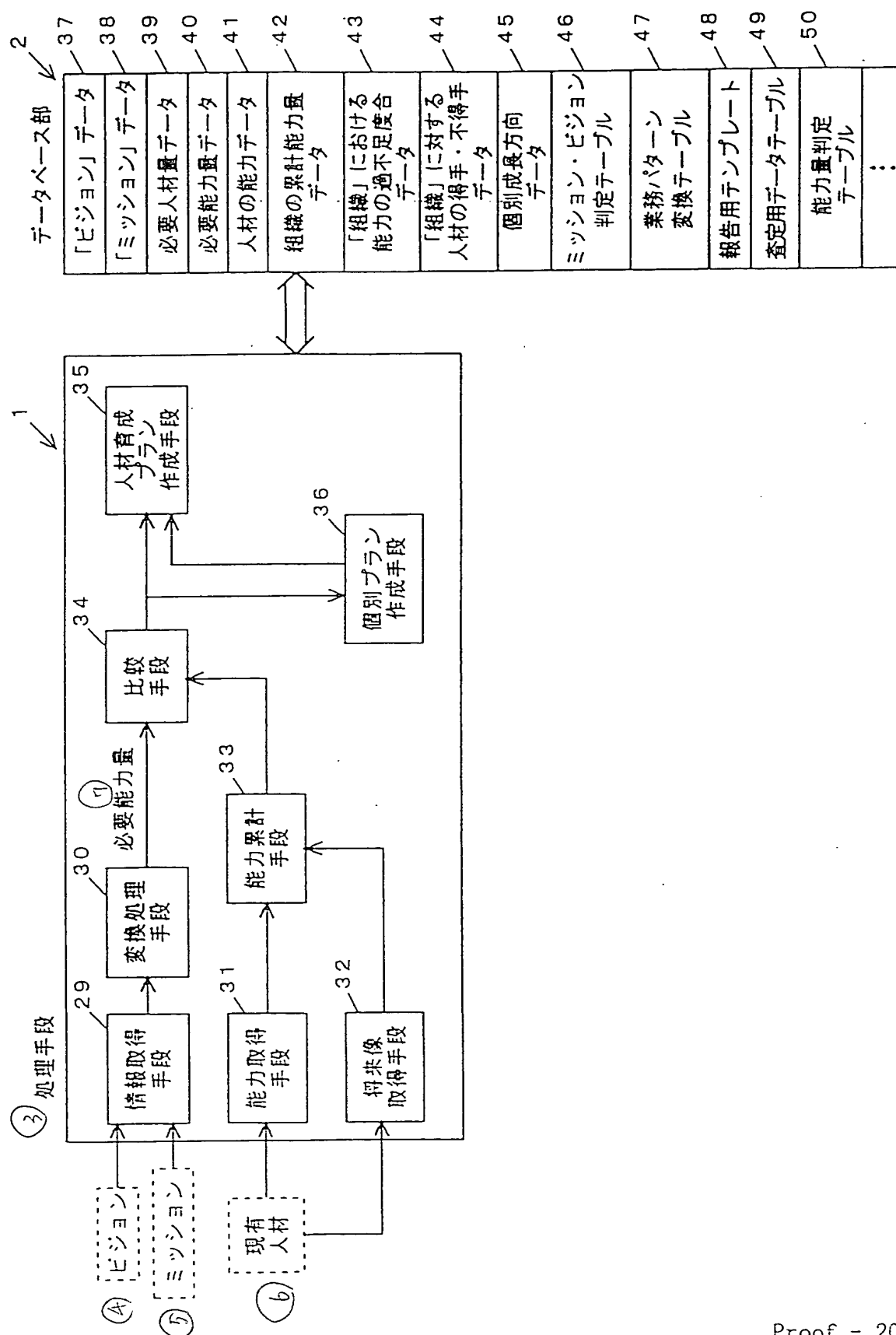


[illegible]

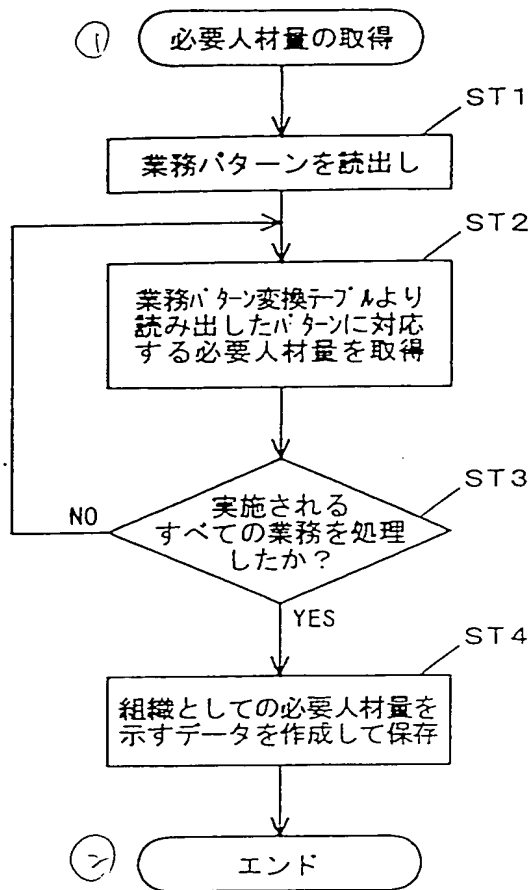
【図26】



【図27】

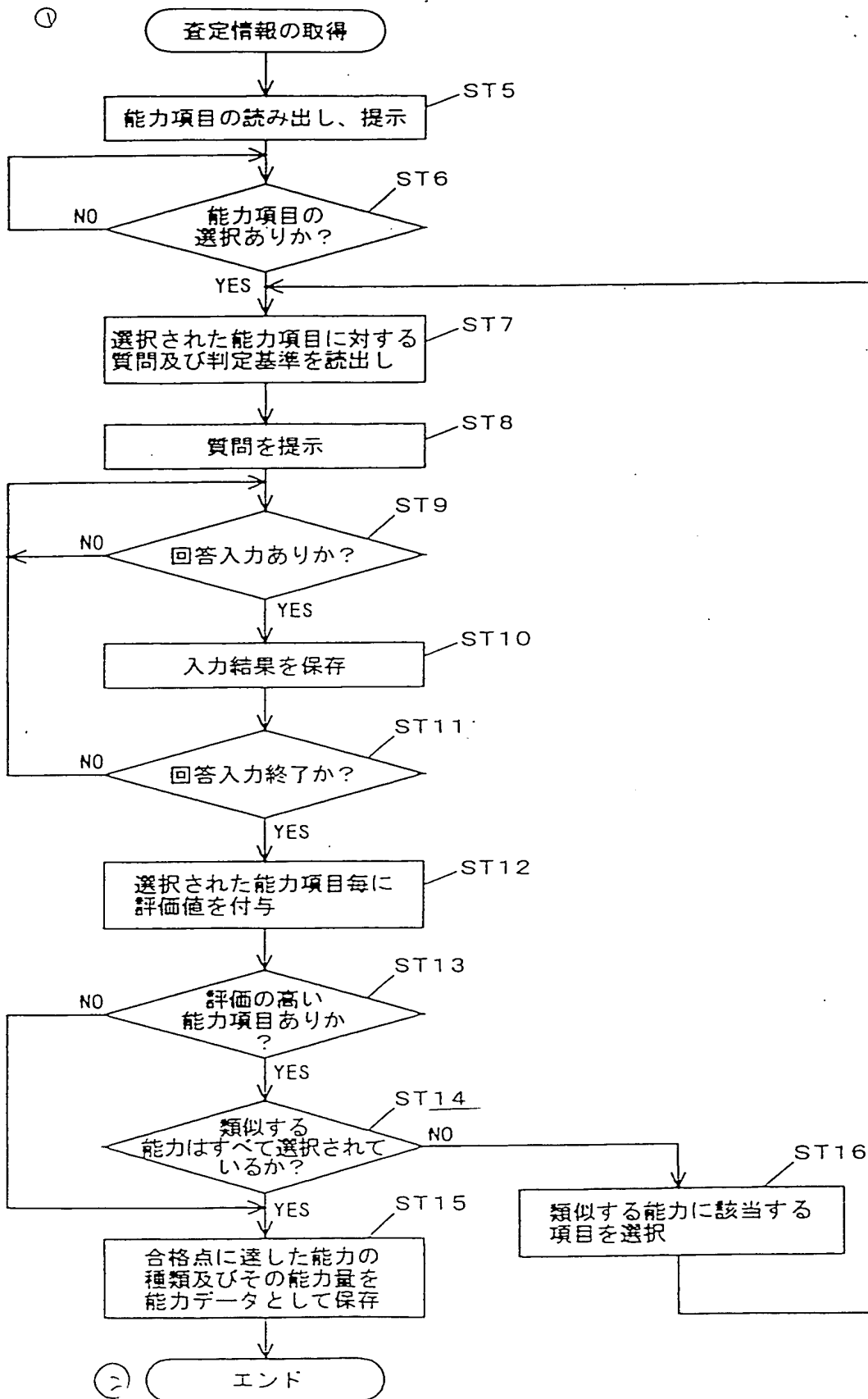


【図28】



【図29】

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```
graph TD; S1([1]) --> ST17[現有人材の能力データを取得]; ST17 --> ST18[各人材の能力量を種類毎に累計]; ST18 --> ST19[累計値を能力の種毎にデータベースに保存]; ST19 --> E1([2]); E1 --> End([エンド]);
```

①

累計能力量の取得

↓

ST17

現有人材の能力データを取得

↓

ST18

各人材の能力量を種類毎に累計

↓

ST19

累計値を能力の種毎にデータベースに保存

↓

②

エンド

```
graph TD; S1([1]) --> ST20[必要能力量データを読み出し]; ST20 --> ST21[組織の累計能力量データを読み出し]; ST21 --> ST22[必要能力の種類毎に必要能力量と累計能力量とを比較]; ST22 --> ST23[比較結果保存]; ST23 --> S2([2]);
```

① 能力量の比較

ST20 必要能力量データを読み出し

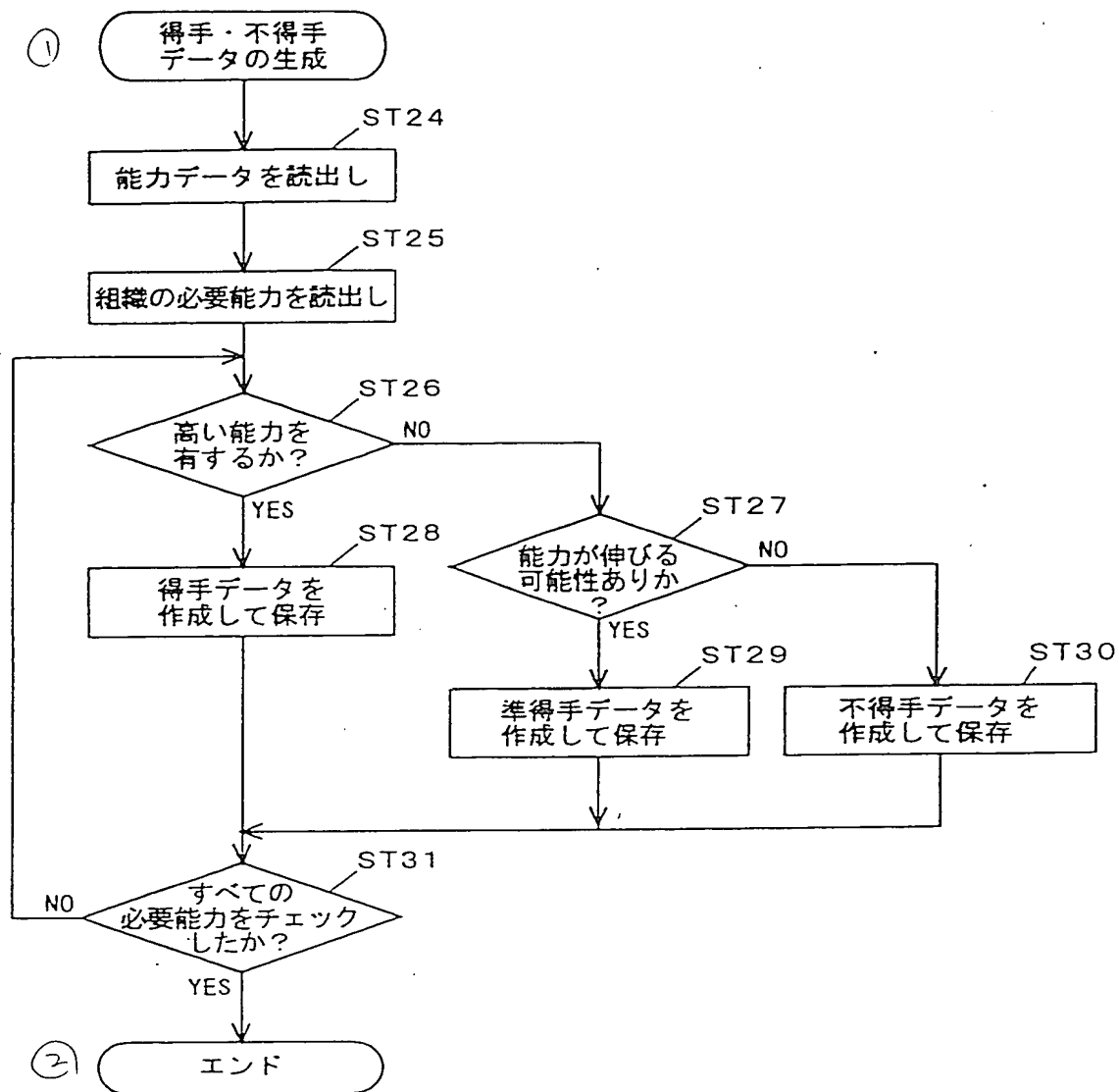
ST21 組織の累計能力量データを読み出し

ST22 必要能力の種類毎に必要能力量と累計能力量とを比較

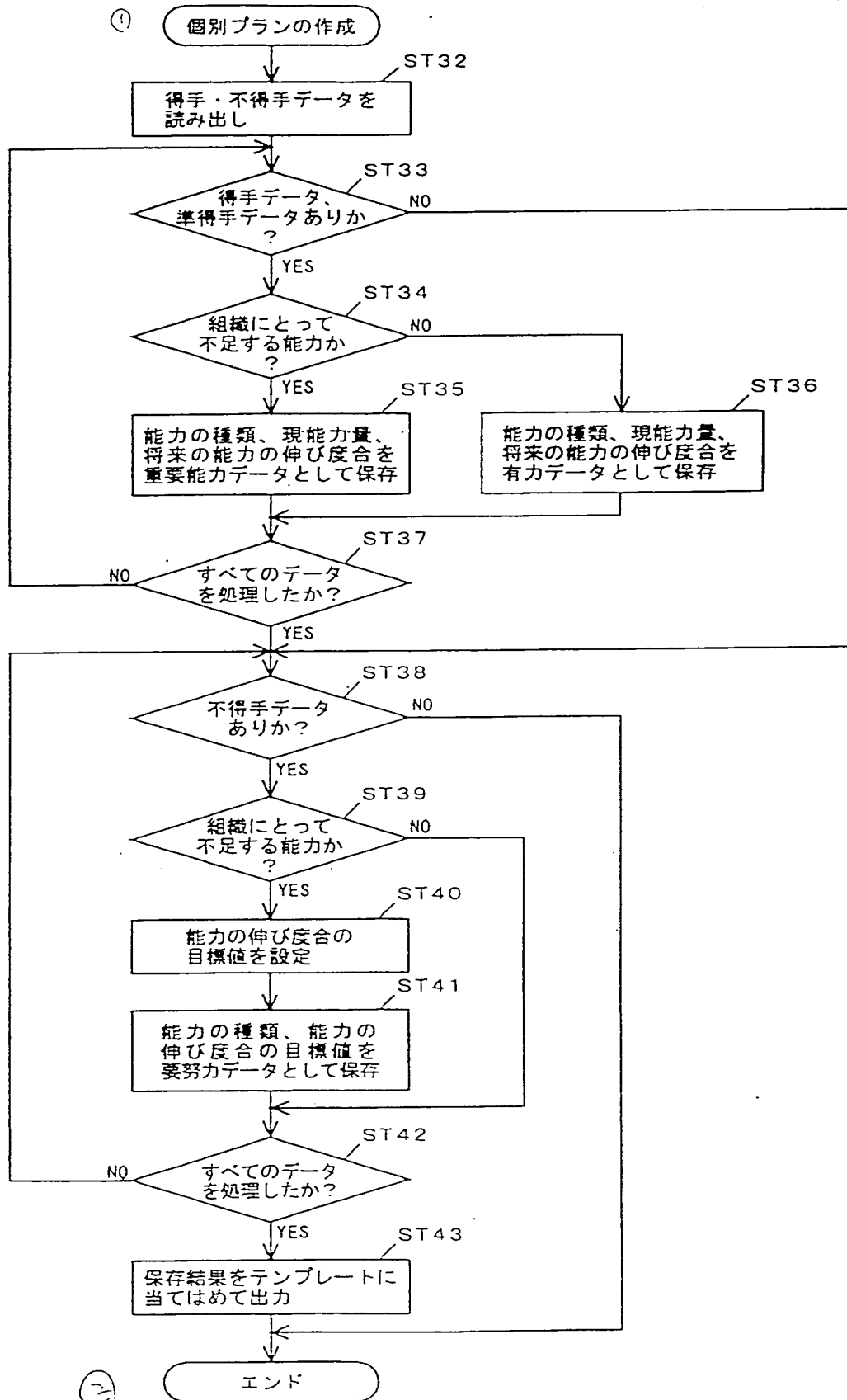
ST23 比較結果保存

② エンド

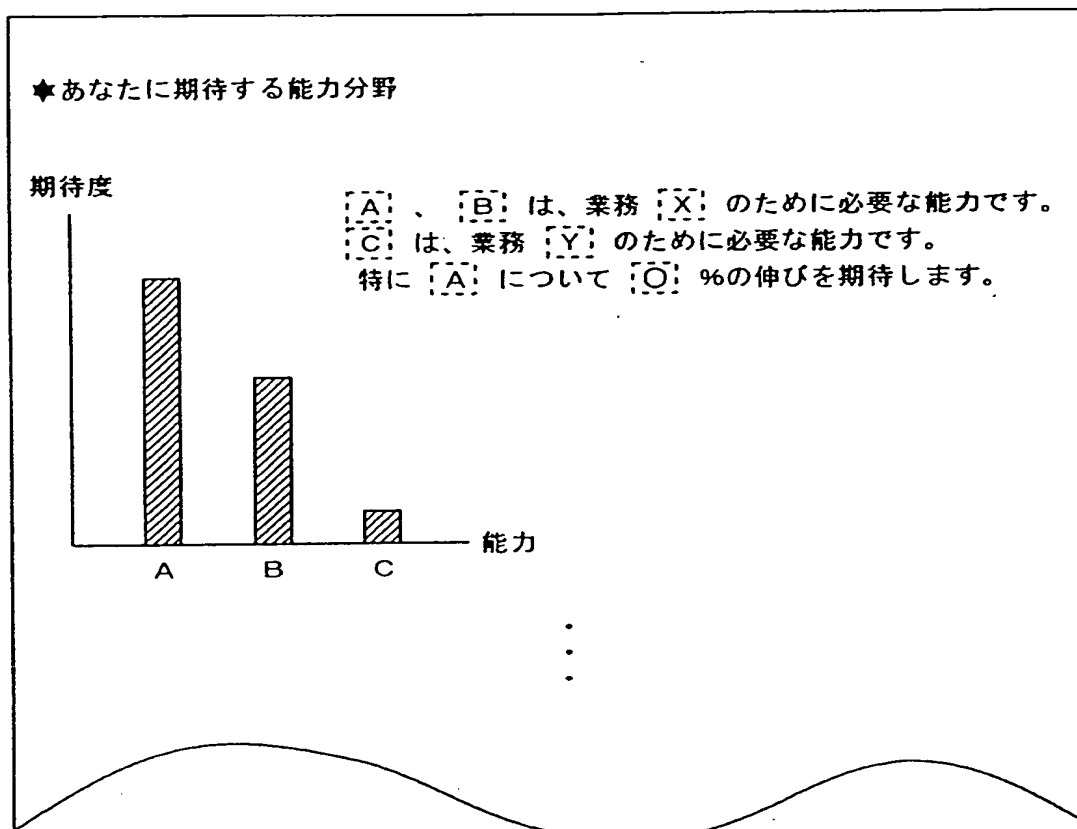
【図32】



【図33】

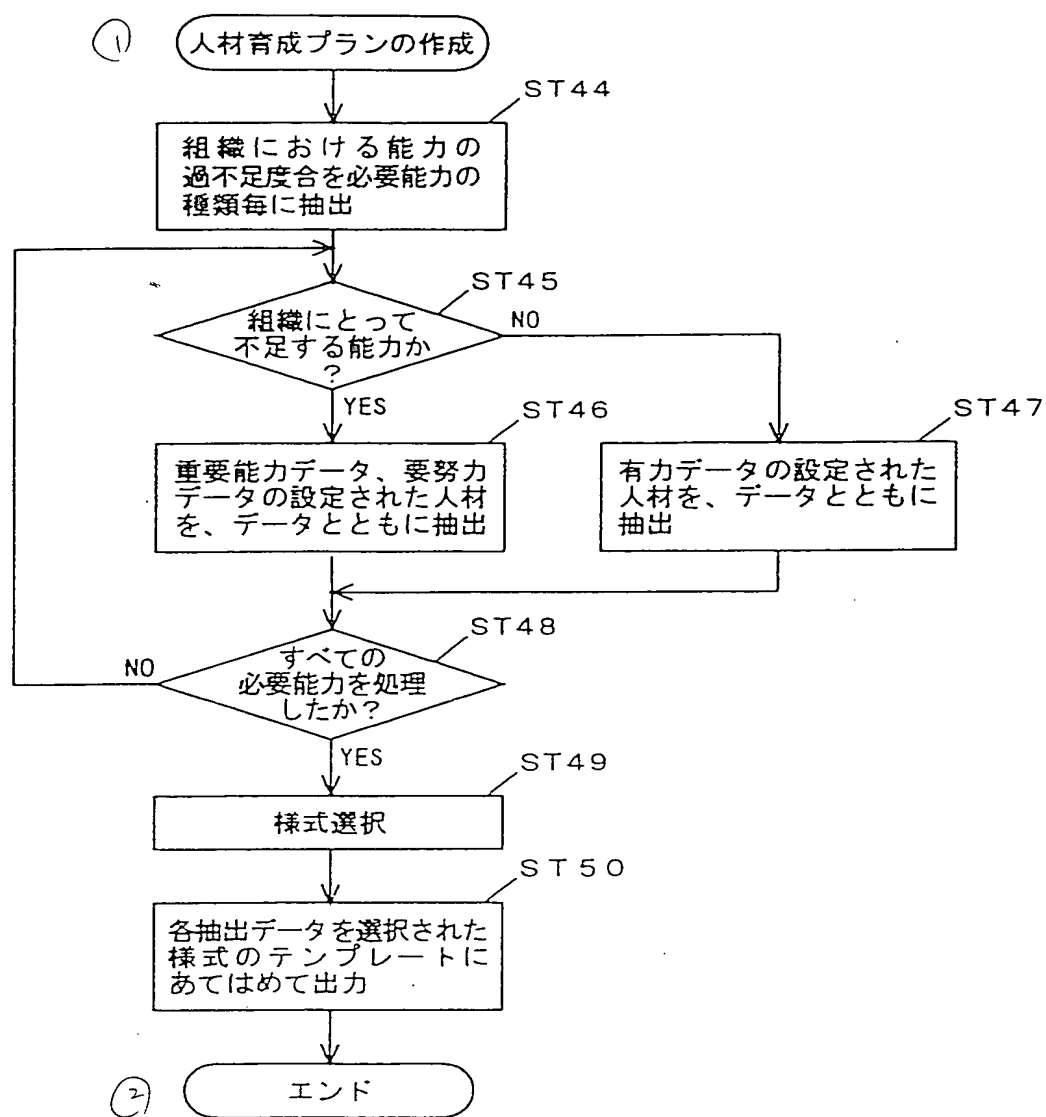


【図34】

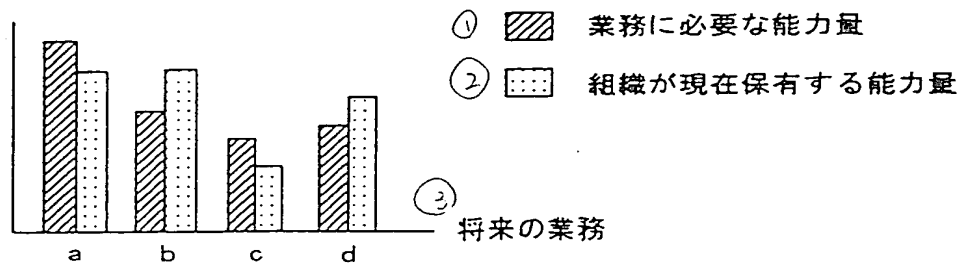


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【図 35】



【図36】



④
★能力不足の業務について

- ⑤ 業務 [a] . . . ⑥ [OO] ポイント不足しています。
業務 [c] . . . ⑦ [XX] ポイント不足しています。

⑧
★期待できる人材

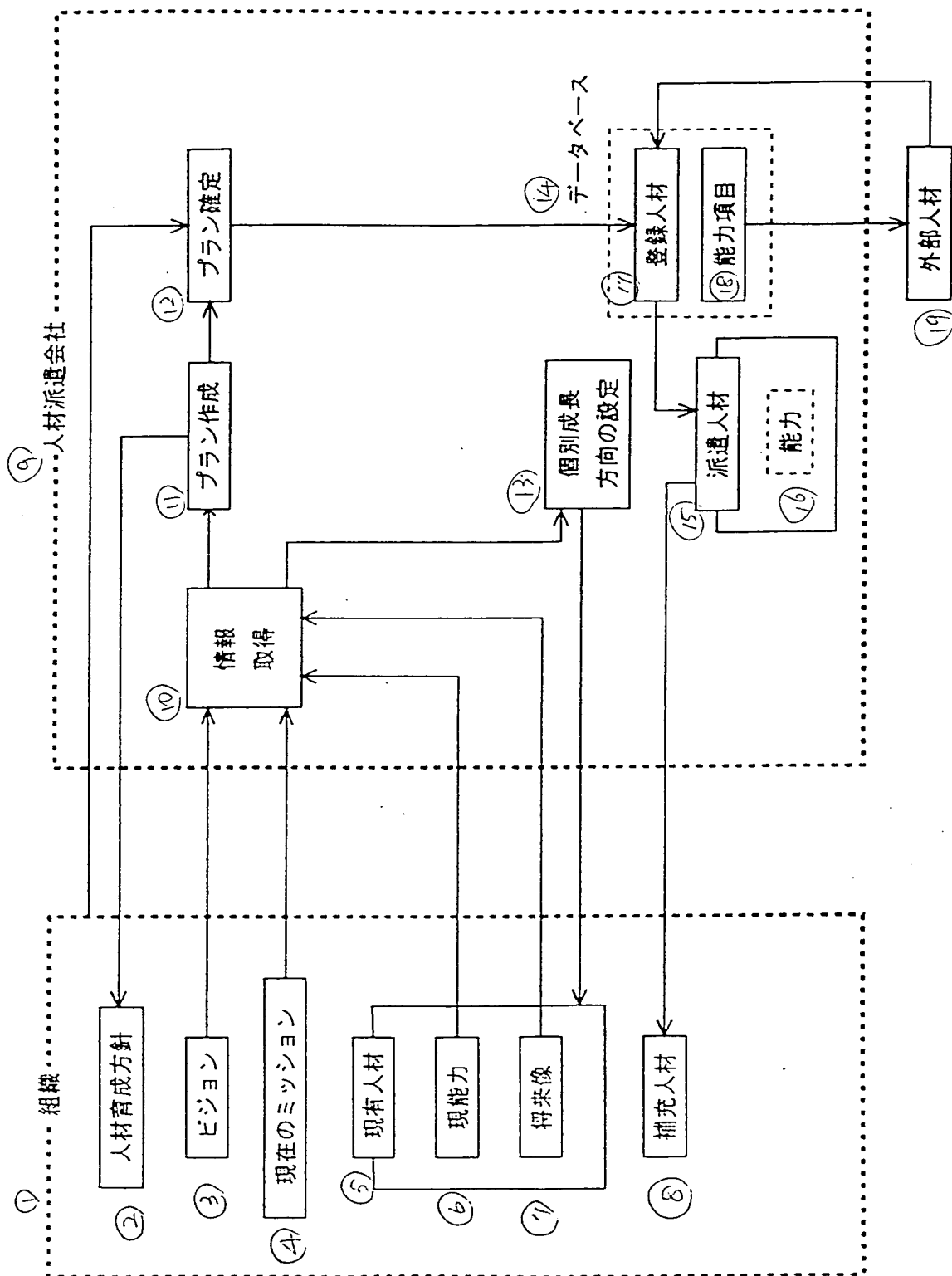
- ⑨ 業務 [a] . . . ⑩ [F] さん (期待度 [OX] %)
[G] さん (期待度 [△△] %)
業務 [c] . . . [H] さん (期待度 [△X] %)

⑪
★その他

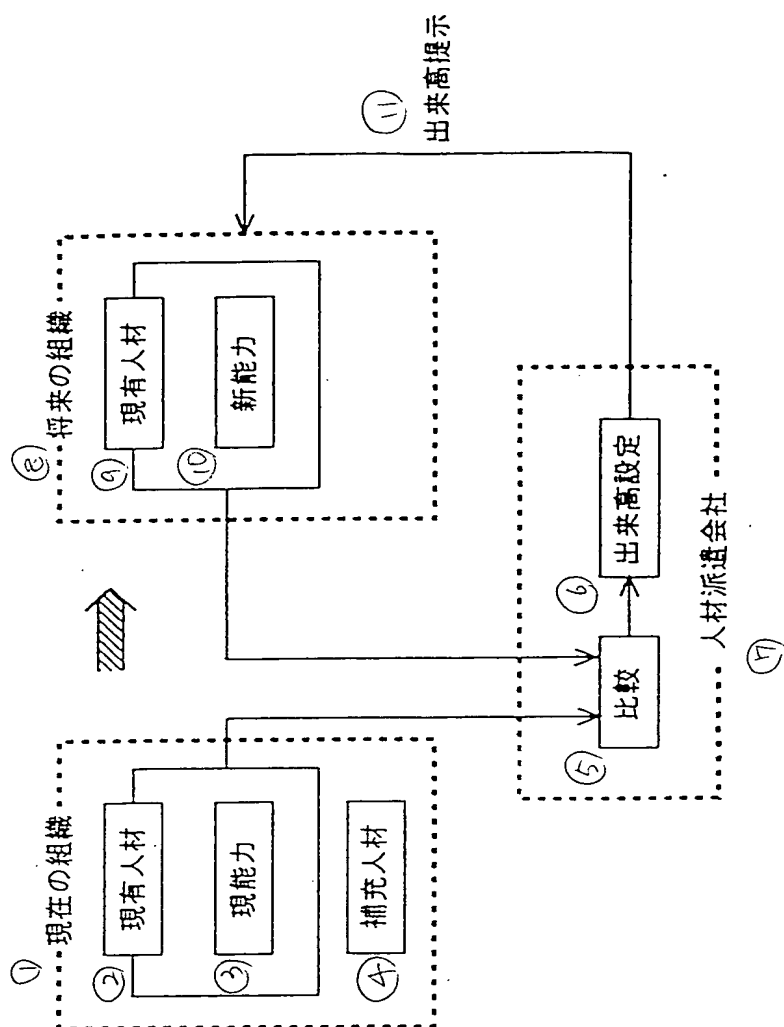
- ⑫ 業務 [a] については [F] さん [G] さんの成長により目標を達成できるでしょう。
⑬ 業務 [c] については [H] さんの成長だけでは 目標の達成は望めません。
⑭ この業務を苦手とする [I] さん [J] さんにも努力を促しましょう。

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【図37】

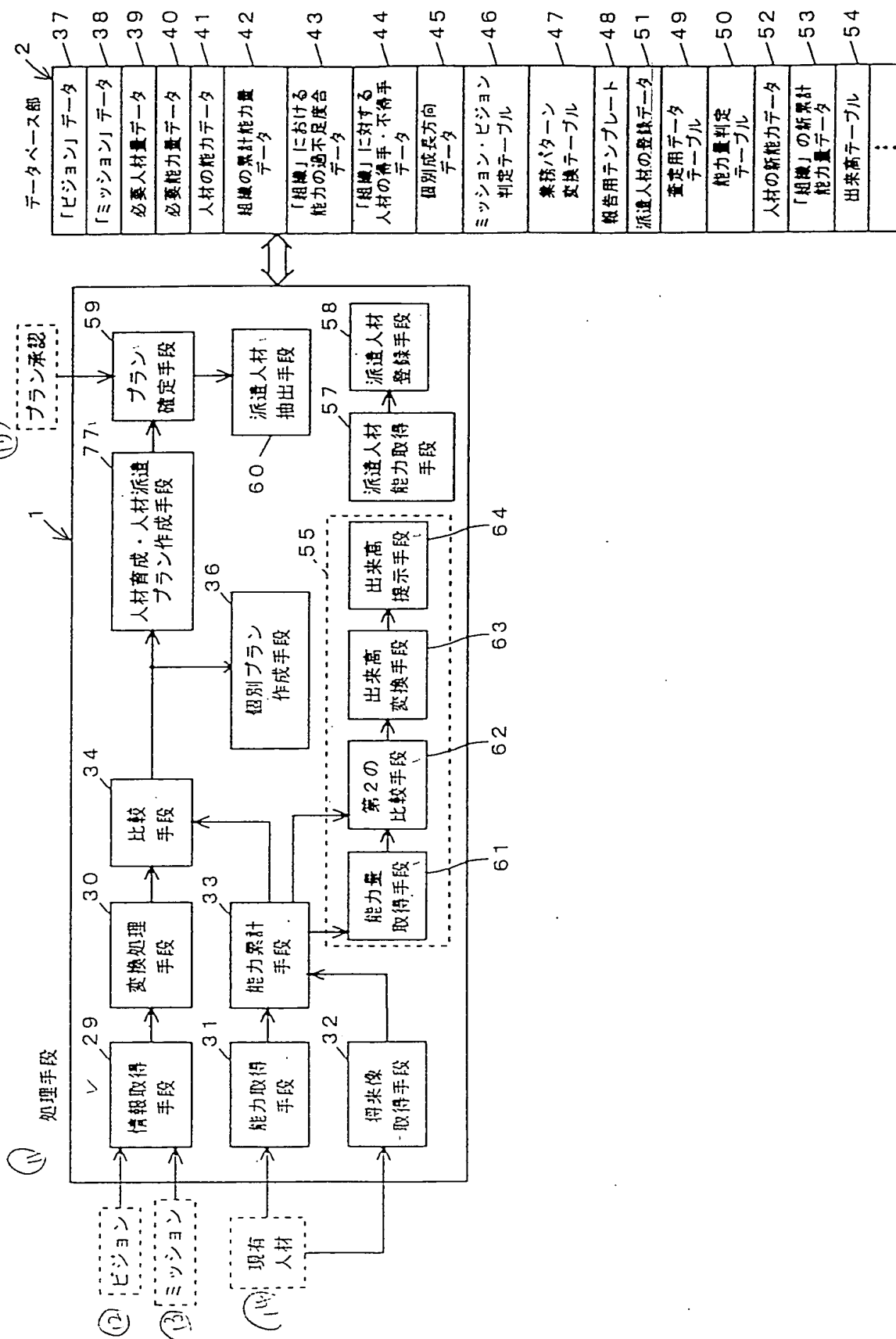


【図 3 8】

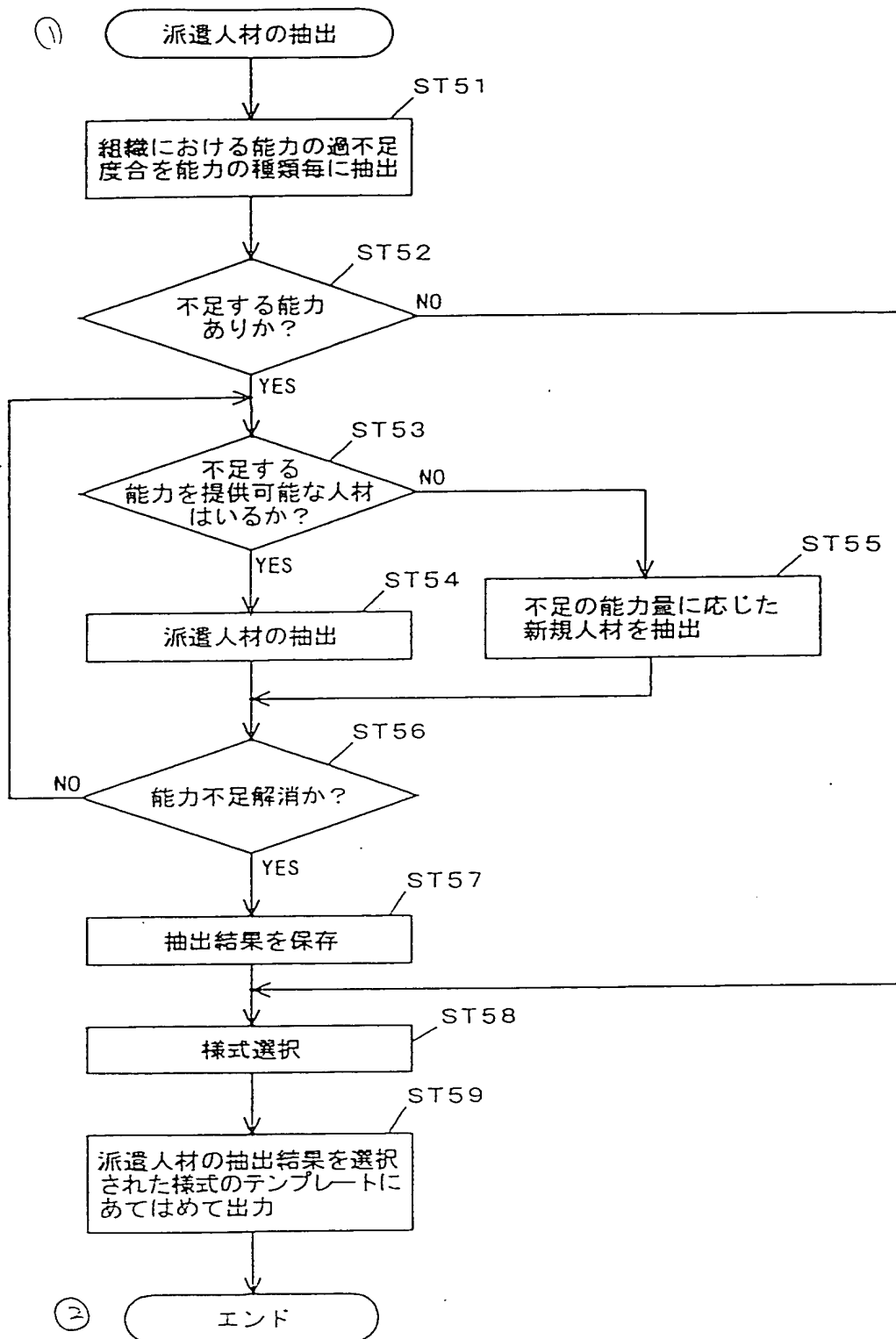


【図 3 9】

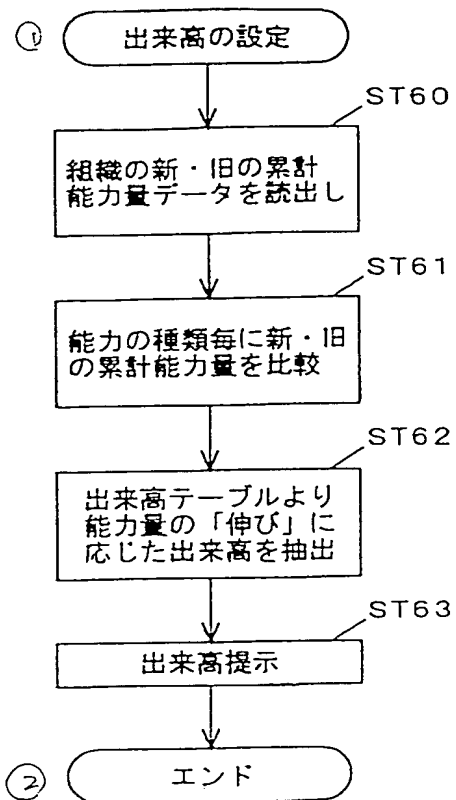
FIG. 38



【図40】

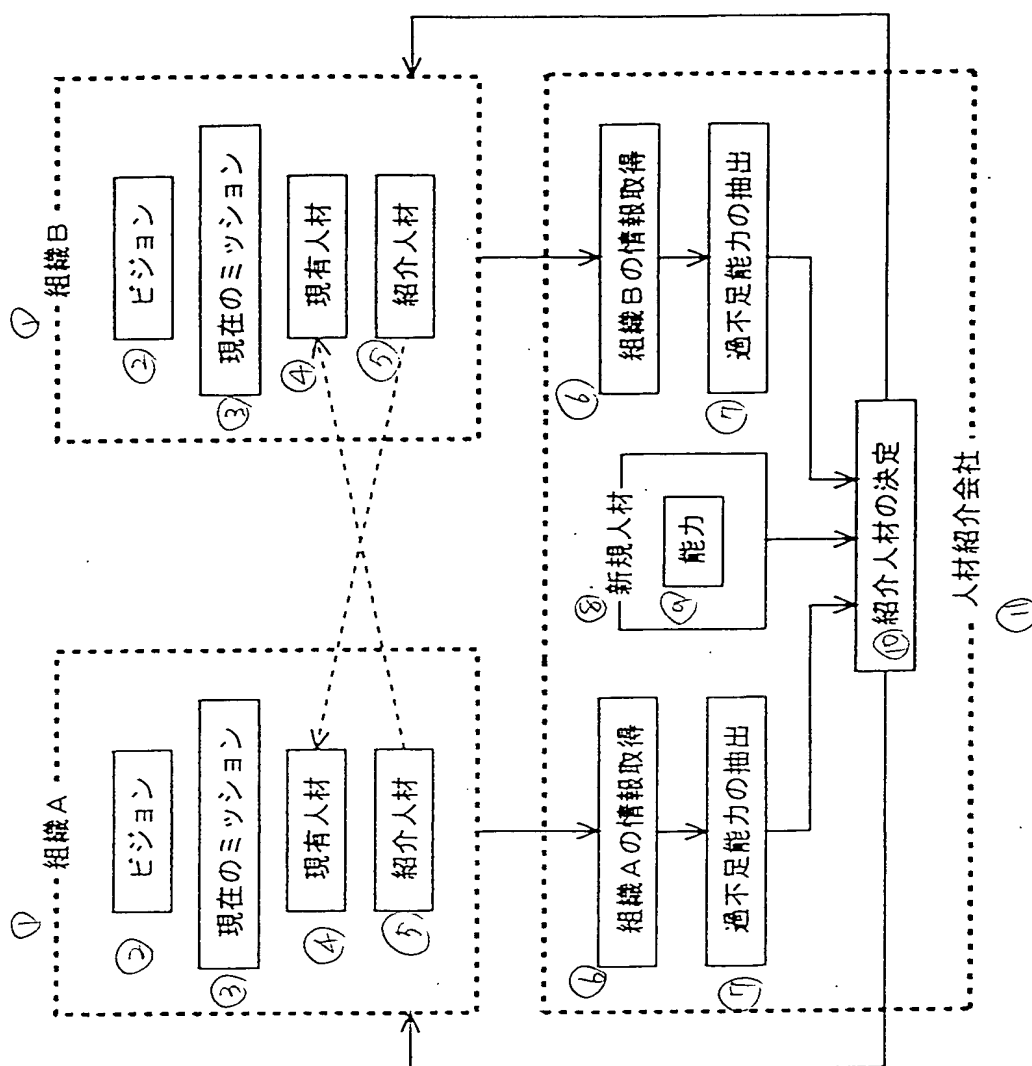


【図41】

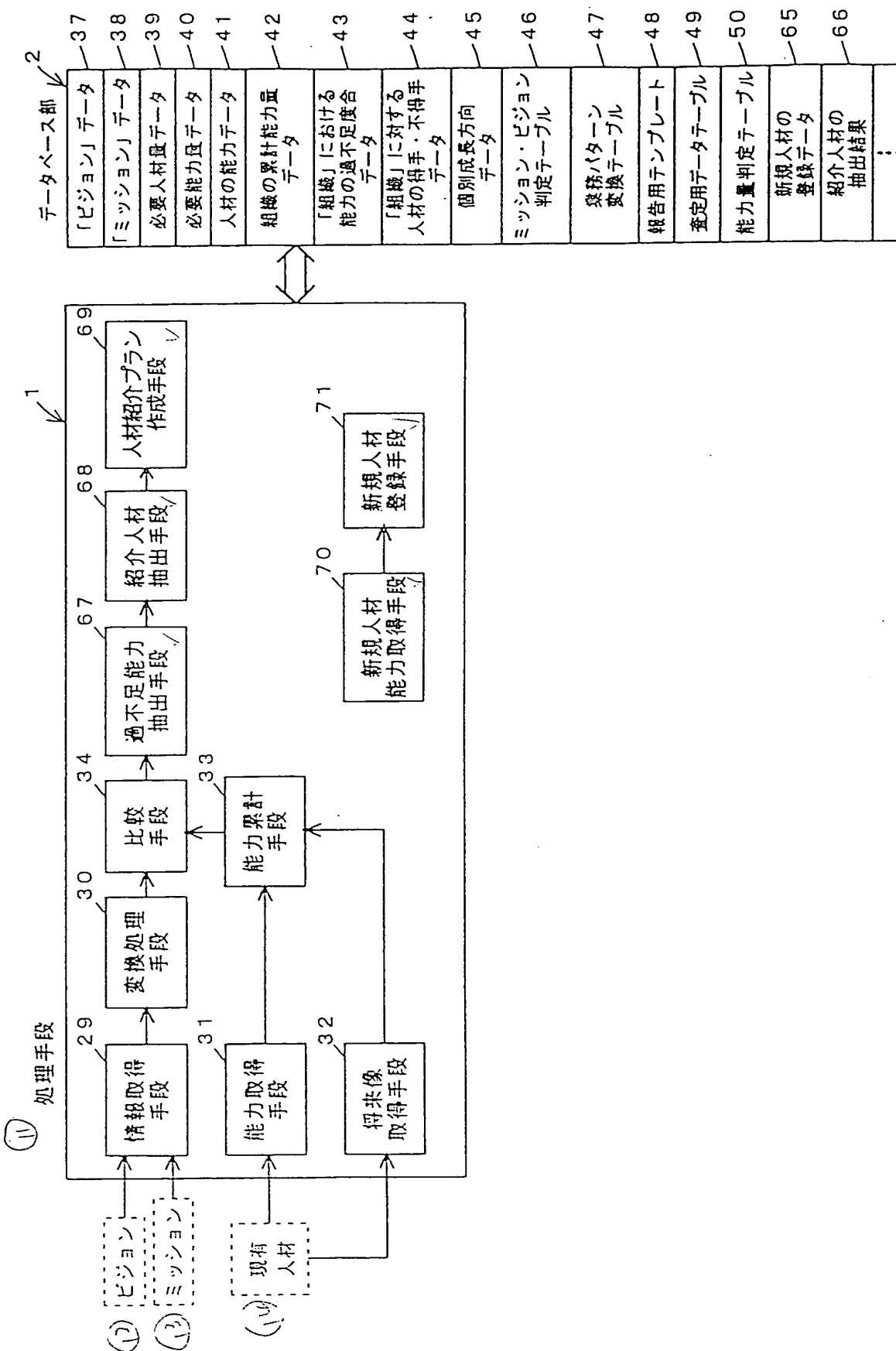


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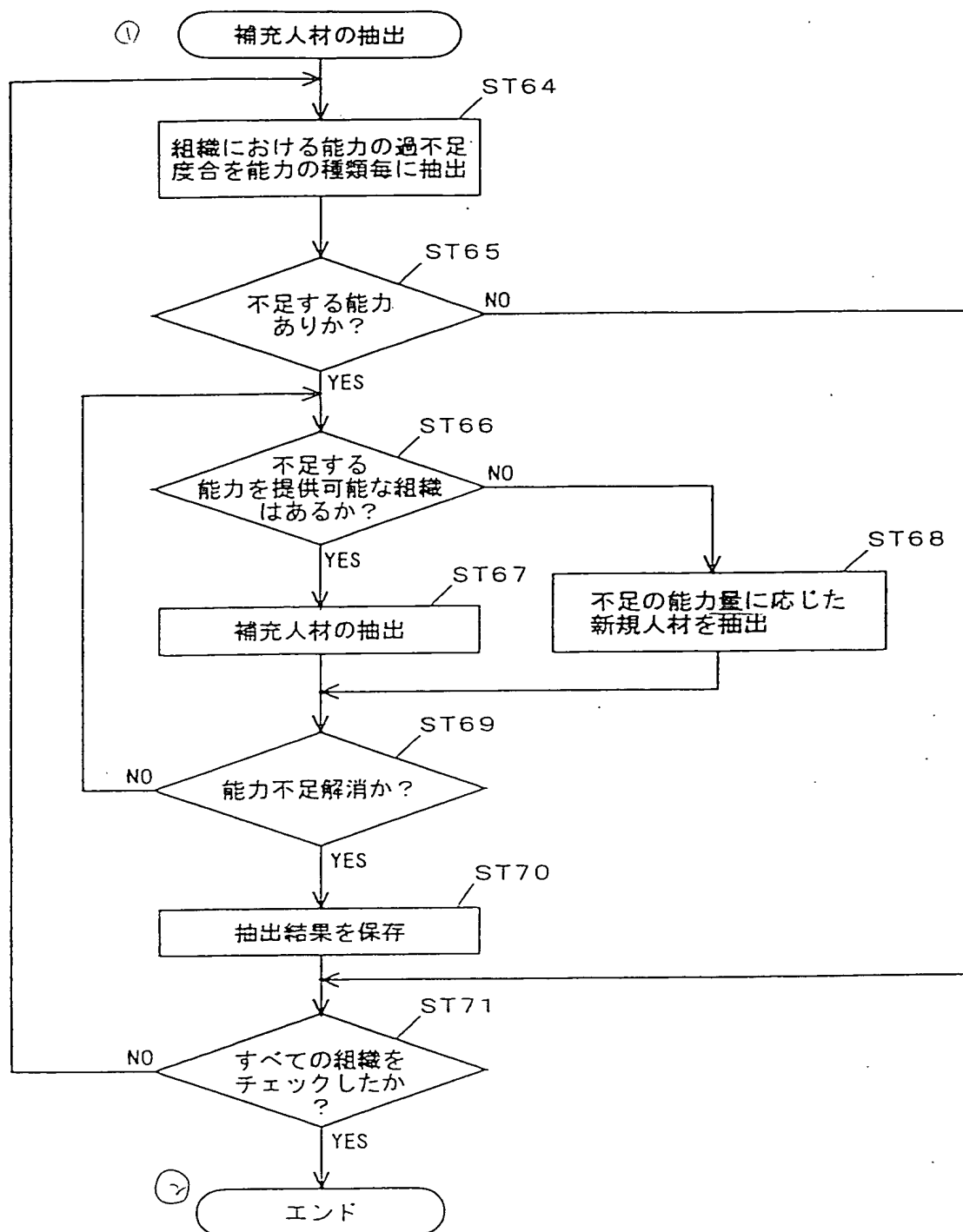
【図42】



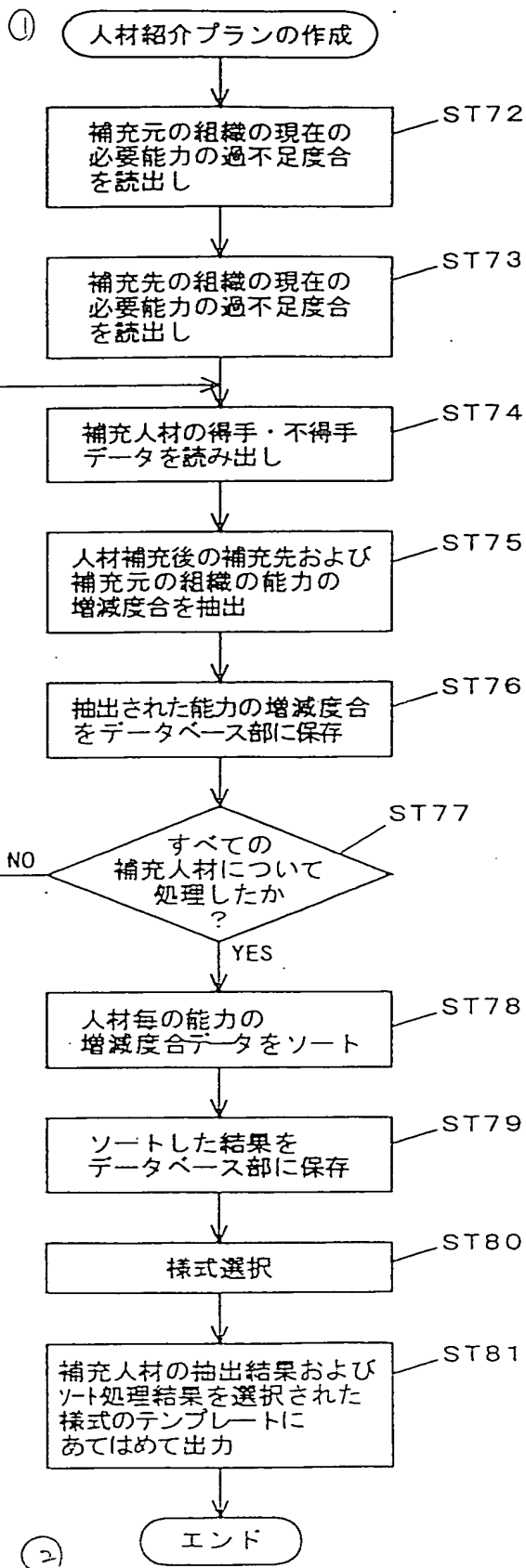
【図43】



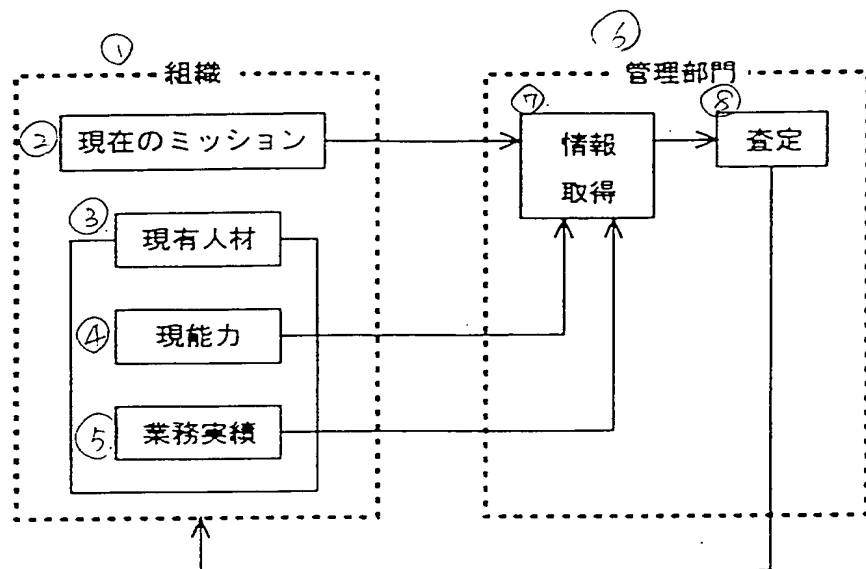
【図44】



【図45】

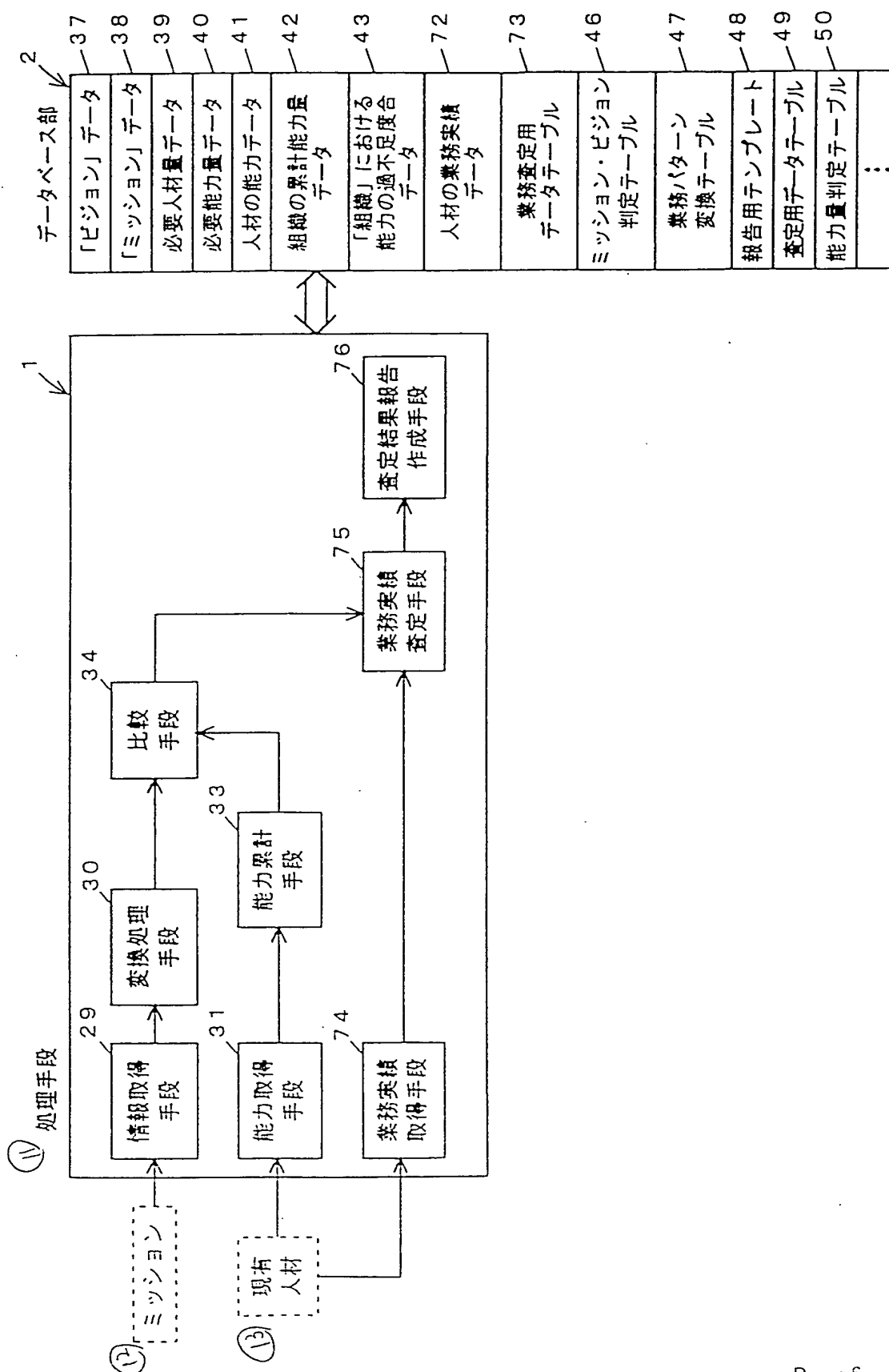


【図46】

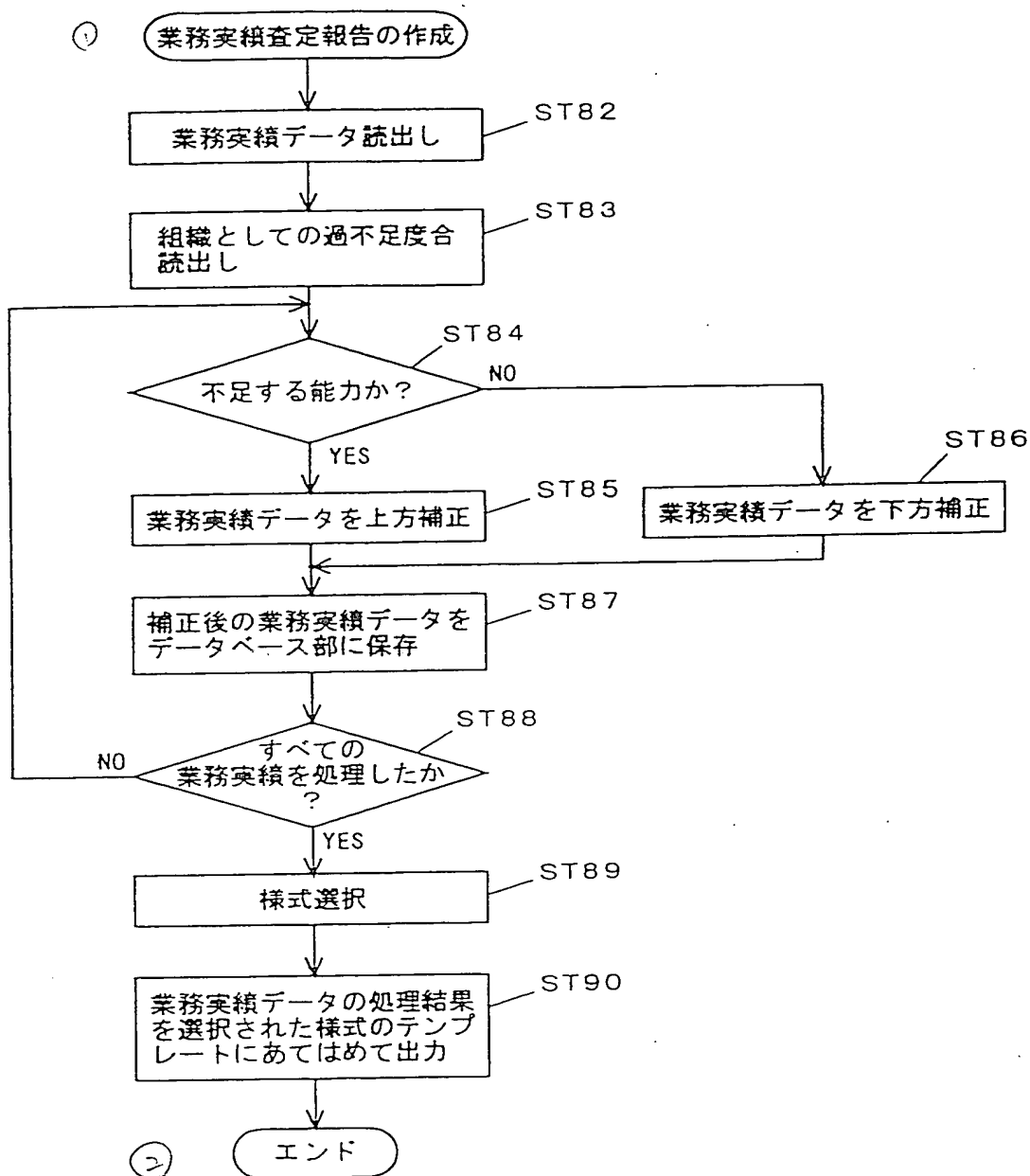


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【图 47】



【図48】



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「組織」様 向け提案書

- 1 現在の業務の分析
- 2 将来の業務の分析
- 3 必要人材量(能力と量)
- 4 現有人材における過不足
- 5 必要人材補完提案
 - ・ 現有人材育成 提案
 - ・ 推奨派遣人材 提案
- 6 派遣人材による現有人材育成計画

•
•
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【図52】

「〇〇〇」様 向け提案書

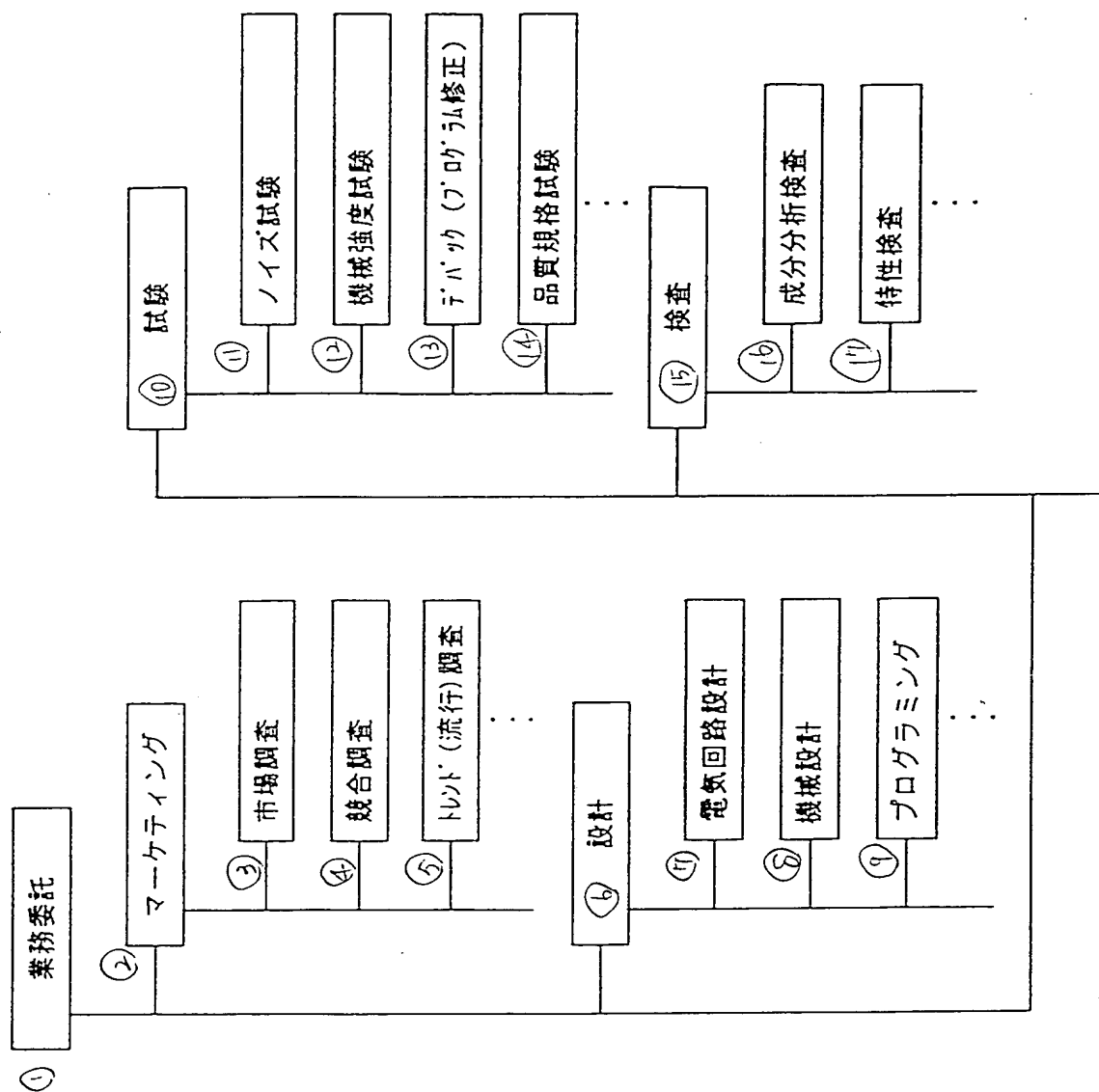
目次

- 1 あなたの能力的得手・不得手
- 2 「組織」の現有人材による人材過不足
- 3 「組織」の望む業務・能力
- 4 業務実績査定結果
 - ・ 業務実績
 - ・ 業務実績に対する評価
 - ・ 「組織」の得手・不得手の加味
- 5 来期の業務への提案

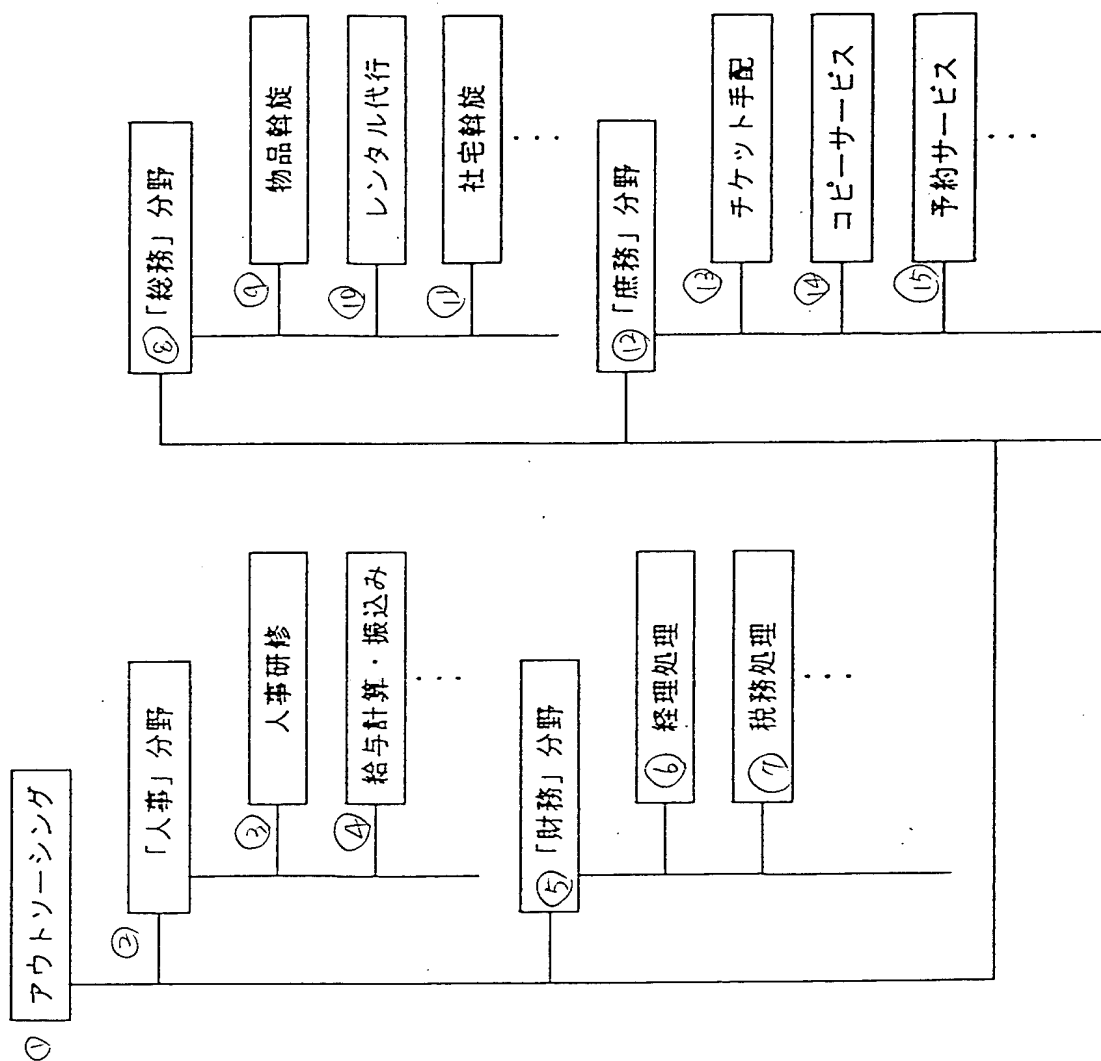
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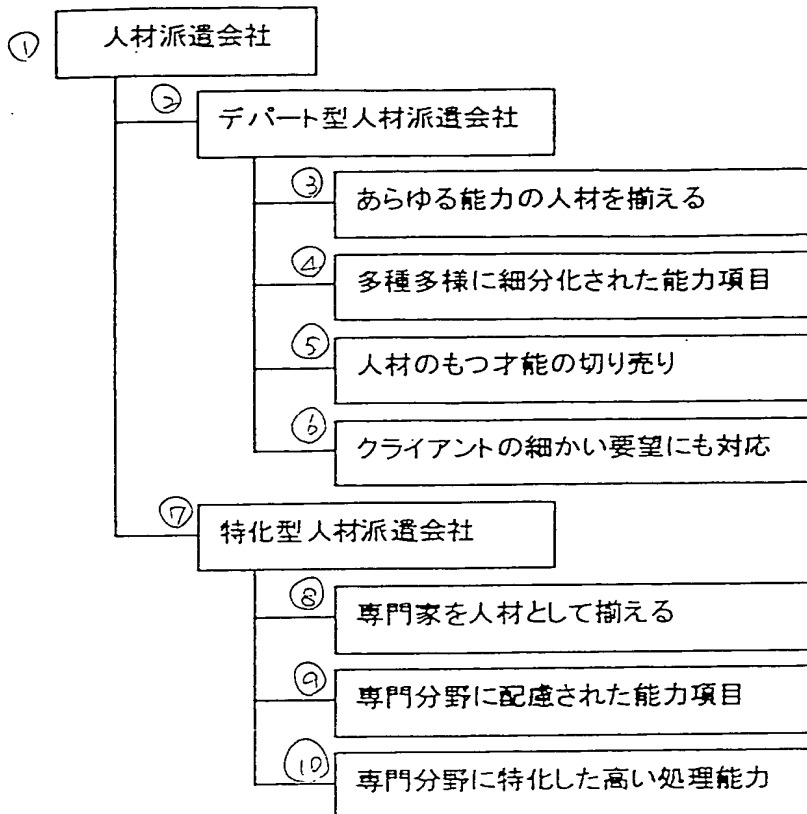
【図53】



【図54】



【図55】



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DRAWINGS

FIG. 1

1. ROLL & EXISTENCE SIGNIFICANCE OF "ORGANIZATION" IN
HIGHER ORGANIZATION,
2. MISSION OF "ORGANIZATION",
3. BUSINESS CONTENT,
4. NECESSARY PERSONNEL AMOUNT,
5. CAPABILITY, PERSONNEL,
6. BUSINESS ACHIEVING TARGET,
7. BUSINESS AMOUNT PER PERIOD

FIG. 2

1. KINDS OF CAPABILITIES,
2. HIGHLY SPECIALIZED CAPABILITIES,
3. SPECIALIZED KNOWLEDGE,
4. READING CAPABILITY,
5. LOGIC CONSTRUCTING CAPABILITY,
6. PROBLEM SOLVING CAPABILITY,
7. HIGHLY COMMON CAPABILITY,
8. UNDERSTANDING CAPABILITY,
9. PROCESSING CAPABILITY

FIG. 3

1. NECESSARY PERSONNEL NUMBER,
2. NECESSARY PERSONNEL AMOUNT AS ORGANIZATION,
3. FIRST PERIPHERAL CAPABILITY (D RANK CAPABILITY),
4. SECOND PERIPHERAL CAPABILITY (D RANK CAPABILITY),
5. FIRST CORE CAPABILITY (A RANK CAPABILITY),
6. SECOND CORE CAPABILITY (B RANK CAPABILITY),
7. THIRD CORE CAPABILITY (B RANK CAPABILITY),
8. FOURTH CORE CAPABILITY (C RANK CAPABILITY),
9. FIFTH CORE CAPABILITY (C RANK CAPABILITY),
10. NECESSARY CAPABILITY (EVALUATION AXIS AS
"ORGANIZATION")
11. 11.NECESSARY BUSINESS AMOUNT AS ORGANIZATION,
12. QUALITY OF BUSINESS

1. ACQUIRED INFORMATION,
2. BUSINESS CONTENT,
3. BUSINESS OBJECT,
4. BUSINESS FIELD,
5. BUSINESS SCALE,
6. BUSINESS ACHIEVEMENT TARGET,
7. ACHIEVING BUSINESS,
8. TIME PERIOD,
9. ACQUIRED INFORMATION OF RESPECTIVE ITEMS,

10. BUSINESS PATTERN CONVERSION TABLE,
11. BUSINESS PATTERN,
12. NECESSARY PERSONNEL AMOUNT,
13. BUSINESS PATTERN

FIG. 5

1. "ORGANIZATION MANAGEMENT,
2. BUSINESS MANAGEMENT,
3. PERSONNEL FOSTERING,
4. ORGANIZATION MAKING,
5. BUSINESS EVALUATION,
6. PERSONNEL FOSTERING PLAN FORMING SYSTEM,
7. PERSONNEL SUPPLEMENTING SYSTEM,
8. BUSINESS ACHIEVEMENT ASSESSING SYSTEM,
9. PERSONNEL DISPATCHING SYSTEM,
10. PERSONNEL INTRODUCING SYSTEM

FIG. 6

1. PERSONNEL FOSTERING PLAN FORMING SYSTEM,
2. GENERAL SUPPORT OF PERSONNEL FOSTERING,
3. EXISTING PERSONNEL DIAGNOSIS,
4. FOSTERING POLICY PROPOSAL,
5. EXISTING PERSONNEL

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FIG. 7

1. PERSONNEL FOSTERING PLAN FORMING SYSTEM,
2. CURRENT "ORGANIZATION",
3. EXISTING PERSONNEL,
4. FUTURE "ORGANIZATION",
5. EXISTING PERSONNEL + AMOUNT OF GROWTH,
6. GENERAL SUPPORT OF PERSONNEL FOSTERING,
7. EXISTING PERSONNEL DIAGNOSIS,
8. FOSTERING POLICY PROPOSAL,
9. CURRENT MISSION,
10. TIME PERIOD,
11. (FUTURE) VISION,
11. CORRESPONDING TO TIME PERIOD OF FOSTERING EXISTING PERSONNEL

FIG. 8

1. PERSONNEL FOSTERING PLAN FORMING SYSTEM,
3. ACQUIRED INFORMATION (BUSINESS PATTERN),
4. NECESSARY PERSONNEL AMOUNT,
5. NECESSARY CAPABILITY AMOUNT,
- 5a(5b). COMPARISON OBJECT INFORMATION,
- 8a(8b). ACCUMULATED CAPABILITY AMOUNT,

6. ASSESSMENT INFORMATION,
7. ACQUIRED INFORMATION,
11. PLAN,
9. COMPARISON RESULT,
10. INDIVIDUAL GROWING DIRECTION,
12. CURRENT "ORGANIZATION",
13. VISION,
14. CURRENT MISSION,
15. EXISTING PERSONNEL,
16. CURRENT CAPABILITY, FUTURE IMAGE

1. PERSONNEL DISPATCHING SYSTEM,
2. DISPATCH PERSONNEL,
3. ABILITY,
4. REGISTERED PERSONNEL,
5. CAPABILITY ITEM,
6. DATA BASE UNIT,
7. PERSONNEL,
8. "ORGANIZATION",
9. EXISTING PERSONNEL,
10. SUPPLEMENTARY PERSONNEL,
11. PROPOSAL OF CAPABILITY,
12. SELECTION/REQUEST OF CAPABILITY

FIG. 10

1. BASIC CONTRACT CHARGE + YIELD,
2. PERSONNEL FOSTERING GENERAL SUPPORT,
3. EXISTING PERSONNEL DIAGNOSIS,
4. FOSTERING POLICY PROPOSAL,
5. PERSONNEL DISPATCHMENT,
6. PERSONNEL DISPATCHING COMPANY,
7. PERSONNEL DISPATCHING SYSTEM,
8. CURRENT "ORGANIZATION",
9. EXISTING PERSONNEL,
10. DISPATCH PERSONNEL,
11. YIELD,
12. CURRENT MISSION,
13. TIME PERIOD,
14. CORRESPOND TO DISPATCH PERIOD OF DISPATCH PERSONNEL
AND FOSTERING PERIOD OF EXISTING PERSONNEL,
15. FUTURE "ORGANIZATION",
16. EXISTING PERSONNEL + GROWTH AMOUNT,
17. (FUTURE) VISION

FIG. 11

1. DISPATCH PERSONNEL,

2. NECESSARY PERSONNEL AMOUNT AS "ORGANIZATION",
3. NECESSARY PERSONNEL NUMBER,
4. SUPPORT FUNCTION,
5. CORE FUNCTION,
6. CAPABILITY AMOUNT DEFICIENT BY EXISTING PERSONNEL,
7. CAPABILITY AMOUNT PROCESSABLE BY EXISTING PERSONNEL,
8. NECESSARY CAPABILITY (EVALUATION AXIS AS "ORGANIZATION")

FIG. 12

1. PRESENTATION,
2. PLAN (PROPOSAL),
3. RECOMMENDED GROWTH DIRECTION,
4. CHARACTERISTIC DEGREE,
5. ANTICIPATED EVALUATION DEGREE,
6. RECOMMENDED DISPATCH PERSONNEL,
7. DISPATCHMENT,
8. SUPPLEMENT WEAK POINT OF "ORGANIZATION",
9. SHORT TERM VIEW,
10. LONG TERM VIEW,
11. "ORGANIZATION",
12. FOSTERING POLICY,
13. PERSONNEL FOSTERING,

14. CURRENT PERSONNEL,
15. GROWTH TARGET,
16. SELF ADJUSTMENT,
17. FUTURE IMAGE,
18. SUPPLEMENTARY PERSONNEL,
19. HIGH ADDED VALUE FORMATION OF "ORGANIZATION",
20. SELF-HELP EFFORT,
21. HIGH ADDED VALUE FORMATION OF "PERSONNEL"

FIG. 13

3. PERSONNEL DISPATCHING COMPANY,
1. PROCESSING MEANS,
4. REGISTERED PERSONNEL,
5. PLAN,
2. DATA BASE UNIT,
6. CAPABILITY ITEM,
7. DISPATCH PERSONNEL,
8. CAPABILITY,
9. PERSONNEL,
10. CURRENT "ORGANIZATION",
11. VISION,
12. CURRENT MISSION,
13. EXISTING PERSONNEL,
14. CURRENT CAPABILITY,

15. FUTURE IMAGE,
16. SUPPLEMENTARY PERSONNEL,
17. PRESENT PERSONNEL FOSTERING PLAN,
18. PRESENT PERSONNEL DISPATCHING PLAN,
19. PRESENT INDIVIDUAL PLAN,
20. ACKNOWLEDGE PLAN

FIG. 14

1. PERSONNEL DISPATCHING SYSTEM,
3. ACQUIRED INFORMATION (BUSINESS PATTERN),
4. NECESSARY PERSONNEL AMOUNT,
5. NECESSARY CAPABILITY AMOUNT,
- P DISPATCH PERSONNEL,
80. SAMPLING RESULT OF DISPATCH PERSONNEL,
10. INDIVIDUAL GROWING DIRECTION,
- 5a(5b). COMPARISON OBJECT INFORMATION,
- 8a(8b). ACCUMULATED CAPABILITY AMOUNT,
6. ASSESSMENT INFORMATION,
9. COMPARISON RESULT,
11. PLAN,
7. ACQUIRED INFORMATION,
12. CURRENT "ORGANIZATION",
13. VISION,
14. CURRENT MISSION,

15. SUPPLEMENTARY PERSONNEL,
16. EXISTING PERSONNEL,
17. CURRENT CAPABILITY, FUTURE IMAGE

FIG. 15

1. PERSONNEL DISPATCHING SYSTEM,
2. DATA BASE UNIT,
- 8a. ACCUMULATED CAPABILITY AMOUNT (OLD),
14. COMPARISON OBJECT INFORMATION,
15. COMPARISON RESULT,
13. ACCUMULATED CAPABILITY AMOUNT (NEW),
16. YIELD,
12. ASSESSMENT INFORMATION,
17. CURRENT "ORGANIZATION",
18. EXISTING PERSONNEL,
19. NEW CAPABILITY

FIG. 16

1. PERSONNEL DISPATCHING COMPANY,
2. YIELD,
3. YIELD IN ACCORDANCE WITH BUSINESS ACHIEVING DEGREE,
4. YIELD IN ACCORDANCE WITH HIGH ADDED VALUE FORMATION
OF "ORGANIZATION",
5. DISTRIBUTED BY CONTRIBUTING DEGREE,
6. DISPATCH PERSONNEL,

7. "ORGANIZATION",
8. ACHIEVEMENT OF "ORGANIZATION" BUSINESS,
9. RESULT (ACHIEVING DEGREE OF BUSINESS),
10. HIGH ADDED VALUE FORMATION OF "ORGANIZATION",
11. HIGH ADDED VALUE FORMATION OF "PERSONNEL",
13. PROMOTION OF PERSONNEL CAPABILITY

FIG. 17

1. NEW PERSONNEL,
2. "ORGANIZATION" A,
3. EXISTING PERSONNEL,
4. SUPPLEMENTARY PERSONNEL,
5. "ORGANIZATION" B

FIG. 18

1. "ORGANIZATION" A,
2. VISION A,
3. CURRENT MISSION A,
4. EXISTING PERSONNEL,
5. NEW PERSONNEL,
6. SUPPLEMENTARY PERSONNEL,
7. "ORGANIZATION" B,
8. VISION B,

9. CURRENT MISSION B,
10. EXISTING PERSONNEL,
10. SUPPLEMENTARY PERSONNEL

FIG. 19

3. PERSONNEL INTRODUCING SYSTEM,
1. PROCESSING MEANS,
4. PLAN,
5. REGISTERED PERSONNEL,
2. DATA BASE UNIT,
6. CURRENT "ORGANIZATION",
7. VISION,
8. CURRENT MISSION,
9. EXISTING PERSONNEL,
10. CURRENT CAPABILITY,
11. FUTURE IMAGE,
12. SUPPLEMENTARY PERSONNEL,
13. PRESENT PERSONNEL FOSTERING PLAN,
14. PRESENT PERSONNEL SUPPLEMENTARY PLAN,
15. PRESENT INDIVIDUAL PLAN,
16. ACKNOWLEDGE PLAN

FIG. 20

- 033336 06001
1. PERSONNEL INTRODUCING SYSTEM,
 3. ACQUIRED INFORMATION (BUSINESS PATTERN),
 4. NECESSARY PERSONNEL AMOUNT,
 5. NECESSARY CAPABILITY AMOUNT,
 6. ASSESSMENT INFORMATION,
 - 8a(8b). ACCUMULATED CAPABILITY AMOUNT,
 - 5a(5b). COMPARISON OBJECT INFORMATION,
 7. ACQUIRED INFORMATION,
 17. PLAN,
 9. COMPARISON RESULT,
 81. SAMPLING RESULT OF INTRODUCED PERSONNEL,
 - P1 INTRODUCED PERSONNEL,
 18. CURRENT "ORGANIZATION",
 19. VISION,
 20. CURRENT MISSION,
 21. SUPPLEMENTARY PERSONNEL,
 22. EXISTING PERSONNEL,
 23. CURRENT CAPABILITY,
 24. FUTURE IMAGE

FIG. 21

1. BUSINESS ACHIEVEMENT ASSESSING SYSTEM,
2. "ORGANIZATION",
3. EXISTING PERSONNEL,

4. BUSINESS ACHIEVEMENT

FIG. 22

1. BUSINESS ACHIEVEMENT ACCESSING SYSTEM
2. "ORGANIZATION",
3. CURRENT MISSION,
4. EXISTING PERSONNEL,
5. CURRENT CAPABILITY,
6. BUSINESS ACHIEVEMENT

FIG. 23

1. BUSINESS ACHIEVEMENT ASSESSING SYSTEM,
3. ACQUIRED INFORMATION (BUSINESS PATTERN),
4. NECESSARY PERSONNEL AMOUNT,
5. NECESSARY CAPABILITY AMOUNT,
6. ASSESSMENT INFORMATION,
8. ACCUMULATED CAPABILITY AMOUNT,
5. COMPARISON OBJECT INFORMATION,
9. COMPARISON RESULT,
18. ASSESSMENT INFORMATION,
19. CURRENT "ORGANIZATION",
20. CURRENT MISSION,
21. EXISTING PERSONNEL,
22. CURRENT CAPABILITY,

23.BUSINESS ACHIEVEMENT

FIG. 24

1. ORGANIZATION,
2. VISION,
3. CURRENT MISSION,
4. EXISTING PERSONNEL,
5. CURRENT CAPABILITY,
6. FUTURE IMAGE,
7. PERSONNEL FOSTERING POLICY,
8. CONTROL DEPARTMENT,
9. INFORMATION ACQUISITION,
10. PLAN MAKING,
10. SETTING OF INDIVIDUAL GROWING DIRECTION

FIG. 25

21. OPERATION APPARATUS (CPU),
27. DRIVER UNIT,
28. PRESENTING MEANS,
26. INPUTTING MEANS,
2. DATA BASE UNIT,
24. PROGRAM EXECUTING MEMORY,
23. PROGRAM STORING MEMORY

30. CONVERSION PROCESSING MEANS,
 7. ECESSARY CAPABILITY AMOUNT,
 33. CAPABILITY ACCUMULATING MEANS,
 34. COMPARING MEANS,
 36. INDIVIDUAL PLAN FORMING MEANS
 35. PERSONNEL FOSTERING PLAN FORMING MEANS,
 2. DATA BASE UNIT,
 37. "VISION" DATA,
 38. "MISSION" DATA",
 39. NECESSARY PERSONNEL AMOUNT DATA,
 40. NECESSARY CAPABILITY AMOUNT DATA,
 41. CAPABILITY DATA OF PERSONNEL,
 42. ACCUMULATED CAPABILITY AMOUNT DATA OF ORGANIZATION,
 43. EXCESS OR DEFICIENCY DEGREE DATA OF CAPABILITY IN
 "ORGANIZATION", 44. STRONG POINT / WEAK POINT DATA
 OF PERSONNEL FOR "ORGANIZATION", 45. INDIVIDUAL
 GROWING DIRECTION DATA,
 46. MISSION/VISION DETERMINING TABLE,
 47. BUSINESS PATTERN CONVERSION TABLE,
 48. REPORT TEMPLATE,
 49. ASSESSMENT DATA TABLE,
 50. CAPABILITY AMOUNT DETERMINATION TABLE

FIG. 28

1. ACQUISITION OF NECESSARY PERSONNEL AMOUNT,
ST1 READ BUSINESS PATTERN,
ST2 ACQUIRE NECESSARY PERSONNEL AMOUNT IN CORRESPONDENCE
WITH PATTERN READ FROM BUSINESS PATTERN CONVERSION
TABLE,
ST3 ALL OF EXECUTED BUSINESS PROCESSED?,
ST4 FORM AND HOLD DATA INDICATING NECESSARY PERSONNEL
AMOUNT OF ORGANIZATION,
2. END

FIG. 29

1. ACQUISITION OF ASSESSMENT INFORMATION,
ST5 READ AND PRESENT CAPABILITY ITEM,
ST6 CAPABILITY ITEM SELECTED?,
ST7 READ QUESTION AND DETERMINATION REFERENCE FOR
SELECTED CAPABILITY ITEM,
ST8 PRESENT QUESTION,
ST9 IS THERE ANSWER INPUT?,
ST10 HOLD INPUT RESULT,
ST11 ANSWER INPUT FINISHED?,
ST12 PROVIDE EVALUATION VALUE TO SELECTED CAPABILITY
ITEM,
ST13 IS THERE CAPABILITY ITEM HAVING HIGH EVALUATION?,
ST14 ALL OF SIMILAR CAPABILITIES SELECTED?,

ST15 HOLD KIND OF CAPABILITY ACHIEVING PASSING MARK AND
CAPABILITY AMOUNT AS CAPABILITY DATA,
ST16 SELECT ITEM CORRESPONDING TO SIMILAR CAPABILITY,
2. END

FIG. 30

1. ACQUISITION OF ACCUMULATED CAPABILITY AMOUNT,
ST17 ACQUIRE CAPABILITY DATA OF EXISTING PERSONNEL,
ST18 ACCUMULATE CAPABILITY AMOUNT OF RESPECTIVE
PERSONNEL FOR RESPECTIVE KIND,
ST19 HOLD ACCUMULATED VALUE TO DATA BASE FOR RESPECTIVE
KIND OF CAPABILITY,
2. END

FIG. 31

1. COMPARISON OF CAPABILITY AMOUNT,
ST20 READ NECESSARY CAPABILITY AMOUNT DATA,
ST21 READ ACCUMULATED CAPABILITY AMOUNT OF ORGANIZATION,
ST22 COMPARE NECESSARY CAPABILITY AMOUNT WITH
ACCUMULATED CAPABILITY AMOUNT FOR RESPECTIVE KIND
OF NECESSARY CAPABILITY,
ST23 HOLD COMPARISON RESULT,
2. END

FIG. 32

1. FORMING OF STRONG POINT AND WEAK POINT DATA,
ST24 READ CAPABILITY DATA,
ST25 READ NECESSARY CAPABILITY OF ORGANIZATION,
T26 IS THERE HIGH CAPABILITY,
ST27 CAPABILITY MAY BE PROMOTED?,
ST28 FORM AND HOLD STRONG POINT DATA,
ST29 FORM AND HOLD SUB STRONG POINT DATA,
ST30 FORM AND HOLD WEAK POINT DATA,
ST31 ALL NECESSARY CAPABILITY CHECKED?
2. END

FIG. 33

1. FORMING OF INDIVIDUAL PLAN,
ST32 READ STRONG POINT / WEAK POINT DATA,
ST33 IS THERE STRONG POINT DATA OR SUB STRONG POINT DATA?,
ST34 IS CAPABILITY DEFICIENT FOR ORGANIZATION?,
ST35 HOLD KIND OF CAPABILITY, CURRENT CAPABILITY AMOUNT
AND DEGREE OF PROMOTING FUTURE CAPABILITY AS
IMPORTANT CAPABILITY DATA,
ST36 HOLD KIND OF CAPABILITY, CURRENT CAPABILITY AMOUNT

CAPABILITY,

ST45 CAPABILITY DEFICIENT FOR ORGANIZATION?,

ST46 SAMPLE PERSONNEL SET WITH IMPORTANT CAPABILITY DATA
AND EFFORT REQUIRING DATA ALONG WITH DATA,

ST47 SAMPLE PERSONNEL SET WITH POTENTIAL DATA ALONG WITH
DATA,

ST48 ALL NECESSARY CAPABILITY HAS BEEN PROCESSED?,

ST49 SELECT MODE,

ST50 FIT RESPECTIVE SAMPLED DATA TO TEMPLATE OF SELECTED
MODE AND OUTPUT DATA,

2.END

FIG. 36

1. CAPABILITY AMOUNT NECESSARY FOR BUSINESS,
2. CAPABILITY AMOUNT CURRENTLY HELD BY ORGANIZATION,
3. FUTURE BUSINESS,
4. REGARDING BUSINESS DEFICIENT OF CAPABILITY,
5. BUSINESS,
6. EFICIENT OF "OO"POINT,
7. DEFICIENT OF "XX" POINT,
8. EXPECTABLE PERSONNEL,
9. BUSINESS,
- 10.MR. EXPECTANCY,
- 11.OTHERS,

12. REGARDING BUSINESS "a", TARGET WILL BE ACHIEVED BY
GROWING MR. "F", MR. "G",

13. REGARDING BUSINESS "C", TARGET IS NOT DESIRED TO
ACHIEVE BY ONLY GROWING MR. "H".

15. EXPEDITE EFFORT OF MR. "I", MR. "J" WHO ARE WEAK AT
THE BUSINESS

FIG. 37

1. ORGANIZATION,
2. PERSONNEL FOSTERING POLICY,
3. VISION,
4. CURRENT MISSION,
5. EXISTING PERSONNEL,
6. CURRENT CAPABILITY,
7. FUTURE IMAGE,
8. SUPPLEMENTARY PERSONNEL,
9. PERSONNEL DISPATCHING COMPANY,
10. INFORMATION ACQUISITION,
11. PLAN MAKING,
12. PLAN DETERMINATION,
13. SETTING OF INDIVIDUAL GROWING DIRECTION,
14. DATA BASE,
15. DISPATCH PERSONNEL,
16. CAPABILITY,

17. REGISTERED PERSONNEL,
18. CAPABILITY ITEM,
19. OUTSIDE PERSONNEL

FIG. 38

1. CURRENT ORGANIZATION,
2. EXISTING PERSONNEL,
3. CURRENT CAPABILITY,
4. SUPPLEMENTARY PERSONNEL,
5. COMPARISON,
6. YIELD SETTING,
7. PERSONNEL DISPATCHING COMPANY,
8. FUTURE ORGANIZATION,
9. CURRENT PERSONNEL,
10 NEW CAPABILITY,
10. YIELD PRESENTATION

FIG. 39

- 11.PROCESSING MEANS,
12.VISION,
13.MISSION,
14.EXISTING PERSONNEL,

29. INFORMATION ACQUIRING MEANS,
 31. CAPABILITY ACQUIRING MEANS,
 32. FUTURE IMAGE ACQUIRING MEANS,
 30. CONVERSION PROCESSING MEANS,
 33. CAPABILITY ACCUMULATING MEANS,
 34. COMPARING MEANS,
 36. INDIVIDUAL PLAN FORMING MEANS,
 2. DATA BASE UNIT,
 37. "VISION" DATA,
 38. "MISSION" DATA",
 39. NECESSARY PERSONNEL AMOUNT DATA,
 40. NECESSARY CAPABILITY AMOUNT DATA,
 41. CAPABILITY DATA OF PERSONNEL,
 42. ACCUMULATED CAPABILITY AMOUNT DATA OF ORGANIZATION,
 43. EXCESS OR DEFICIENCY DEGREE DATA OF CAPABILITY IN
 "ORGANIZATION", 44. STRONG POINT / WEAK POINT DATA
 OF PERSONNEL FOR "ORGANIZATION", 45. INDIVIDUAL
 GROWING DIRECTION DATA,
 46. MISSION/VISION DETERMINING TABLE,
 47. BUSINESS PATTERN CONVERSION TABLE,
 48. REPORT TEMPLATE,
 49. ASSESSMENT DATA TABLE,
 50. CAPABILITY AMOUNT DETERMINATION TABLE,
 77. PERSONNEL FOSTERING / PERSONNEL DISPATCHING PLAN
 FORMING MEANS, 15. PLAN ACKNOWLEDGEMENT,

59. PLAN DETERMINING MEANS,
 60. DISPATCH PERSONNEL SAMPLING MEANS,
 61. CAPABILITY AMOUNT ACQUIRING MEANS,
 62. SECOND COMPARING MEANS,
 63. YIELD CONVERTING MEANS,
 64. YIELD PRESENTING MEANS,
 57. DISPATCH PERSONNEL CAPABILITY ACQUIRING MEANS,
 58. DISPATCH PERSONNEL REGISTERING MEANS,
 51. REGISTERED DATA OF DISPATCH PERSONNEL,
 52. NEW CAPABILITY DATA OF PERSONNEL,
 53. NEW ACCUMULATED CAPABILITY AMOUNT DATA OF
 "ORGANIZATION",
 54. YIELD TABLE

FIG. 40

1. SAMPLING OF DISPATCH PERSONNEL,
 ST51 SAMPLE EXCESS OR DEFICIENCY DEGREE OF CAPABILITY
 IN ORGANIZATION FOR RESPECTIVE KIND OF CAPABILITY,
 ST52 IS THERE DEFICIENT CAPABILITY?,
 ST53 IS THERE PERSONNEL CAPABLE OF PROVIDING DEFICIENT
 CAPABILITY?,
 ST54 SAMPLE DISPATCH PERSONNEL,
 ST55 SAMPLE NEW PERSONNEL IN ACCORDANCE WITH DEFICIENT
 CAPABILITY AMOUNT,

ST56 CAPABILITY DEFICIENCY RESOLVED?,
ST57 HOLD SAMPLING RESULT,
ST58 SELECT MODE,
ST59 FIT SAMPLING RESULT OF DISPATCH PERSONNEL TO
TEMPLATE OF SELECTED MODE AND OUTPUT RESULT,
2. END

FIG. 41

1. SETTING OF YIELD,
ST60 READ NEW AND OLD ACCUMULATED CAPABILITY AMOUNT DATA
OF ORGANIZATION,
ST61 COMPARE NEW AND OLD ACCUMULATED CAPABILITY AMOUNTS
FOR RESPECTIVE KIND OF CAPABILITY,
ST62 SAMPLE YIELD IN ACCORDANCE WITH "PROMOTION" OF
CAPABILITY AMOUNT FROM YIELD TABLE,
ST63 PRESENT YIELD,
2. END

FIG. 42

1. ORGANIZATION A,B,
2. VISION,
3. CURRENT MISSION,
4. EXISTING PERSONNEL,

5. INTRODUCED PERSONNEL,
6. INFORMATION ACQUISITION OF ORGANIZATION A,B,
7. SAMPLING OF EXCESS OR DEFICIENCY CAPABILITY,
8. NEW PERSONNEL,
9. CAPABILITY,
10. DETERMINATION OF INTRODUCED PERSONNEL,
11. PERSONNEL INTRODUCING COMPANY

FIG. 43

67. EXCESS OR DEFICIENT CAPABILITY SAMPLING MEANS,
68. INTRODUCED PERSONNEL SAMPLING MEANS,
69. PERSONNEL INTRODUCING PLAN FORMING MEANS,
70. NEW PERSONNEL CAPABILITY ACQUIRING MEANS,
71. NEW PERSONNEL REGISTERING MEANS,
11. PROCESSING MEANS,
12. VISION,
13. MISSION,
14. EXISTING PERSONNEL,
29. INFORMATION ACQUIRING MEANS,
31. CAPABILITY ACQUIRING MEANS,
32. FUTURE IMAGE ACQUIRING MEANS,
30. CONVERSION PROCESSING MEANS,
33. CAPABILITY ACCUMULATING MEANS,
34. COMPARING MEANS,
2. DATA BASE UNIT,
37. "VISION" DATA,

38. "MISSION" DATA,
39. NECESSARY PERSONNEL AMOUNT DATA,
40. NECESSARY CAPABILITY AMOUNT DATA,
41. CAPABILITY DATA OF PERSONNEL,
42. ACCUMULATED CAPABILITY AMOUNT DATA OF ORGANIZATION,
43. EXCESS OR DEFICIENCY DEGREE DATA OF CAPABILITY IN
"ORGANIZATION", 44. STRONG POINT / WEAK POINT DATA
OF PERSONNEL FOR "ORGANIZATION", 45. INDIVIDUAL
GROWING DIRECTION DATA,
46. MISSION/VISION DETERMINING TABLE,
47. BUSINESS PATTERN CONVERSION TABLE,
48. REPORT TEMPLATE,
49. ASSESSMENT DATA TABLE,
50. CAPABILITYAMOUNT DETERMINATION TABLE,
65. REGISTERED DATA OF NEW PERSONNEL,
66. SAMPLING RESULT OF INTRODUCED PERSONNEL

FIG. 44

1. SAMPLING OF SUPPLEMENTED PERSONNEL,
ST64 SAMPLE EXCESS OR DEFICIENT DEGREE OF CAPABILITY IN
ORGANIZATION FOR RESPECTIVE KIND OF CAPABILITY,
ST65 IS THERE DEFICIENT CAPABILITY?,
ST66 IS THERE ORGANIZATION CAPABLE OF PROVIDING
DEFICIENT CAPABILITY?,

ST67 SAMPLE SUPPLEMENTARY PERSONNEL,
ST68 SAMPLE NEW PERSONNEL IN ACCORDANCE WITH DEFICIENT
CAPABILITY AMOUNT,
ST69 CAPABILITY DEFICIENCY RESOLVED?,
ST70 HOLD SAMPLED RESULT,
ST71 ALL ORGANIZATIONS HAVE BEEN CHECKED?,
2. END

FIG. 45

1. FORMING OF PERSONNEL INTRODUCING PLAN,
ST72 READ CURRENT EXCESS OR DEFICIENCY DEGREE OF
NECESSARY CAPABILITY OF ORGANIZATION OF SUPPLEMENT
ORIGIN,
ST73 READ CURRENT EXCESS OR DEFICIENCY DEGREE OF
NECESSARY CAPABILITY OF ORGANIZATION OF SUPPLEMENT
DESTINATION,
ST74 READ STRONG POINT / WEAK POINT DATA OF SUPPLEMENTARY
PERSONNEL,
ST75 SAMPLE INCREASE/ DECREASE DEGREES OF CAPABILITIES
OF ORGANIZATIONS OF SUPPLEMENT DESTINATION AND
SUPPLEMENT ORIGIN AFTER SUPPLEMENTING PERSONNEL,
ST76 HOLD SAMPLED INCREASE/DECREASE DEGREES OF
CAPABILITIES TO DATA BASE UNIT,
ST77 ALL SUPPLEMENTARY PERSONNELS HAVE BEEN PROCESSED?,

ST78 SORT INCREASE/DECREASE DEGREE DATA OF CAPABILITY
FOR RESPECTIVE PERSONNEL,
ST79 HOLD SORTED RESULT TO DATA BASE UNIT,
ST80 SELECT MODE, ST81 FIT SAMPLING RESULT OF
SUPPLEMENTARY PERSONNEL AND SORT PROCESSING RESULT
TO TEMPLATE OF SELECTED MODE AND OUTPUT RESULTS,
2. END

FIG. 46

1. ORGANIZATION,
2. CURRENT MISSION,
3. EXISTING PERSONNEL,
4. CURRENT CAPABILITY,
5. BUSINESS ACHIEVEMENT,
6. CONTROL DEPARTMENT,
7. INFORMATION ACQUISITION,
8. ASSESSMENT

FIG. 47

74. BUSINESS ACHIEVEMENT ACQUIRING MEANS,
75. BUSINESS ACHIEVEMENT ASSESSING MEANS,
76. ASSESSMENT RESULT REPORT FORMING MEANS,
72. BUSINESS ACHIEVEMENT DATA OF PERSONNEL,

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73. BUSINESS ASSESSMENT DATA TABLE,
11. PROCESSING MEANS,
12. MISSION,
13. EXISTING PERSONNEL,
29. INFORMATION ACQUIRING MEANS,
31. CAPABILITY ACQUIRING MEANS,
30. CONVERSION PROCESSING MEANS,
33. CAPABILITY ACCUMULATING MEANS,
34. COMPARING MEANS,
2. DATA BASE UNIT,
- 37."VISION" DATA,
- 38."MISSION" DATA",
39. NECESSARY PERSONNEL AMOUNT DATA,
40. NECESSARY CAPABILITY AMOUNT DATA,
41. CAPABILITY DATA OF PERSONNEL,
42. ACCUMULATED CAPABILITY AMOUNT DATA OF ORGANIZATION,
43. EXCESS OR DEFICIENCY DEGREE DATA OF CAPABILITY IN
"ORGANIZATION",
46. MISSION/VISION DETERMINING TABLE,
47. BUSINESS PATTERN CONVERSION TABLE,
48. REPORT TEMPLATE,
49. ASSESSMENT DATA TABLE,
50. CAPABILITY AMOUNT DETERMINATION TABLE

1. FORMING OF BUSINESS ACHIEVEMENT ASSESSMENT REPORT,

ST82 READ BUSINESS ACHIEVEMENT DATA,
 ST83 READ EXCESS OR DEFICIENT DEGREE OF ORGANIZATION,
 ST84 DEFICIENT CAPABILITY?,
 ST85 CORRECT BUSINESS ACHIEVEMENT DATA UPWARDLY,
 ST86 CORRECT BUSINESS ACHIEVEMENT DATA DOWNWARDLY,
 ST87 HOLD BUSINESS ACHIEVEMENT DATA AFTER CORRECTION TO
 DATA BASE UNIT,
 ST88 ALL BUSINESS ACHIEVEMENT HAS BEEN PROCESSED?,
 ST89 SELECT MODE,
 ST90 FIT PROCESSING RESULT OF BUSINESS ACHIEVEMENT DATA
 TO TEMPLATE OF SELECTED MODE AND OUTPUT RESULT,
 2. END

FIG. 49

PROPOSAL TO MR. "OOO",
 TABLE OF CONTENTS,
 1 STRONG POINTS / WEAK POINTS OF YOUR CAPABILITIES,
 2 YOUR DESIRED FUTURE IMAGES,
 3 EXCESS OR DEFICIENCY OF PERSONNEL BY EXISTING
 PERSONNELS OF "ORGANIZATION",
 4 PERSONNEL DESIRED BY "ORGANIZATION",
 5 RECOMMENDED CAPABILITY DIRECTION,
 PROPOSAL WHEN STRONG POINTS ARE UTILIZED AT MAXIMUM,
 PROPOSAL WHEN MOSTLY EVALUATED BY "ORGANIZATION",

PROPOSAL WHEN MOSTLY PROXIMATE TO FUTURE IMAGES

FIG. 50

PROPOSAL TO "ORGANIZATION",

TABLE OF CONTENTS,

1 ANALYSIS OF CURRENT BUSINESS,

2 ANALYSIS OF FUTURE BUSINESS,

3 NECESSARY PERSONNEL AMOUNT (CAPABILITY AND AMOUNT),

4 EXCESS OR DEFICIENCY IN EXISTING PERSONNELS,

5 PROPOSAL OF SUPPLEMENTING NECESSARY PERSONNELS,

PROPOSAL OF FOSTERING EXISTING PERSONNELS,

PROPOSAL OF RECOMMENDED DISPATCH PERSONNEL,

6 SCHEME OF FOSTERING EXISTING PERSONNELS BY DISPATCH

PERSONNEL

FIG. 51

PROPOSAL TO "ORGANIZATION",

TABLE OF CONTENTS,

1 ANALYSIS OF CURRENT BUSINESS,

2 ANALYSIS OF FUTURE BUSINESS,

3 NECESSARY PERSONNEL AMOUNT (CAPABILITY AND AMOUNT),

4 EXCESS OR DEFICIENCY IN EXISTING PERSONNELS,

5 PROPOSAL OF SUPPLEMENTING NECESSARY PERSONNEL,

PROPOSAL OF FOSTERING EXISTING PERSONNELS,

PROPOSAL OF RECOMMENDED INTRODUCED PERSONNEL,

6 CONTRIBUTION TO "ORGANIZATION" BY INTRODUCED PERSONNEL

FIG. 52

PROPOSAL TO MR. "OOO",

TABLE OF CONTENTS,

1 STRONG POINTS / WEAK POINTS OF YOUR CAPABILITIES,

2 EXCESS OR DEFICIENCY BY EXISTING PERSONNELS OF

"ORGANIZATION", 3 BUSINESS / CAPABILITY DESIRED BY
ORGANIZATION,

4 BUSINESS ACHIEVEMENT ASSESSMENT RESULT,

BUSINESS ACHIEVEMENT,

EVALUATION TO BUSINESS ACHIEVEMENT,

ADDITION OF STRONG POINTS / WEAK POINTS OF

"ORGANIZATION",

5 PROPOSAL TO BUSINESS OF NEXT TERM

FIG. 53

1. BUSINESS ASSIGNMENT,

2. MARKETING,

3. MARKET SURVEY,

4. COMPETITIVENESS SURVEY,

5. TREND (FASHION) SURVEY,

6. DESIGN,

7. ELECTRIC CIRCUIT DESIGN,
8. MACHINE DESIGN,
9. PROGRAMMING,
10. TEST,
11.NOISE TEST,
12.MECHANICAL STRENGTH TEST,
13.DEBUGGING (PROGRAM CORRECTION),
14.QUALITY STANDARD TEST,
15.INSPECTION,
16.CONTENT ANALYSIS INSPECTION,
17.CHARACTERISTIC INSPECTION

FIG. 54

1. OUTSOURCING,
2. "PERSONNEL" FIELD,
3. PERSONNEL TRAINING,
4. PAY CALCULATION / TRANSFER,
5. "FINANCE" FIELD,
6. ACCOUNTING PROCESSING,
7. TAXATION PROCESSING,
8. "GENERAL AFFAIRS" FIELD,
9. ARTICLE PROVISION,
10.RENTAL PROXY,
11.COMPANY HOUSING PROVISION,

